



REPORT
OF THE
THIRD CENTRAL PAY COMMISSION



1973
Volume II
(PART II)

MINISTRY OF FINANCE
GOVERNMENT OF INDIA

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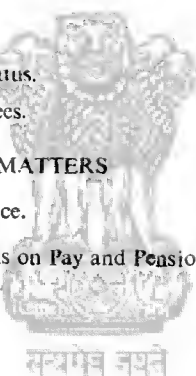
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ERRATA FOR VOLUME II—PART II

Page No.	Para No.	Line No.	For	Read
3	7	7—9	Senior craft Inspector/ Permanent skilled worker/ Senior Instructor	Senior Craft Inspector/ Permanent skilled worker
4	11	3	transfer	transfer
4	15	20	Assisiant	Assistant
5	17	13	Oprator	Operator
6	26	25	th	the
7	32	Table X—under the sub- heading "Existing scale" against Physical Training Instructor.	325-15-475-EB-20-557	325-15-475-EB-20-575
8	32	Table X. Col. 1 Design- ation Fifth entry	Craft Instuctor	Craft Instructor
8	33	5	prescribed	prescribed
8	33	12	normal	normal
9	39	24	extension	extension
11	46	Table XVI—Col. 1— Designation	Senior Surveyer	Senior Surveyor
17	9	28	Research	Research
35	63	22	unjustified	unjustified
41	108	Table—Col. "Existing scale"—entry relating to ASM Gr. I/Station Master Gr. II.	250—280 335—425	250—380 335—425
55	197	Table—Col. "Existing scale"	450—570	450—575
62	255	Table—Col. "scale of pay" entry against Packer Gr. II	0—110	80—110
63	257	2	and	and
68	300	2	700—1200	700—1250
74	336	Table XLIV—Col. 'Scale of pay'—Entry against Assistant Public Re- lations Officer, Class II	450—900	350—900
78	3	6	rules	rules
82	—	Para number appearing under the heading III— Directorate General of Shipping	2	22
83	24	Table—VIII—Col. "Num- ber of posts"—Entry against Executive Offi- cer etc.	63	36
84	29	5	"Duffering"	"Dufferin"
84	31	24	Lectures	Lecturer
85	37	9	repectively	respectively
92	9	Table IV—Col. "Pay scale"	500-30-830-35-900 350-35-500-30-600	590-30-830-35-900 475-25-500-30-800
93	11	1	scietific	scientific
95	22	19	Driling	Drilling

<i>Page No.</i>	<i>Para No.</i>	<i>Line No.</i>	<i>For</i>	<i>Read</i>
97	37	In Table XV under the column "Existing Scale" against Metallurgist	—	Insert the following scale of pay :— "700-50-1250"
100	4	Table II—Col. 2—"Pay scale"—Serial No. 2.	1100-50-1500	1100-50-1400
102	6	32	incumbants	incumbents
110	52	9	Rs. Rs.	Rs.
114	19	In Table VI—under Col. "No. posts" against Additional Chief Planner	—	Insert '1'
125	14	27	scale	scale
129	5	2	Glass	Class
138	2	In Table I Entry against Chief Project Officer	"2500-125/2-1750"	"2500-125/2-2750".
139	6	12	proposal	proposal
143	13	12	post	posts
149	39	Table XIII—last item in Col. 1	"120-7-50-240"	"120-7.50-240"
162	33	15	recommnd	recommend
165	50	Foot-note	referance	reference
172	80	2	information Assistant	Information Assistant



सत्यमेव जयते

MINISTRY OF LABOUR AND REHABILITATION

I—DEPARTMENT OF LABOUR AND EMPLOYMENT

The Department of Labour and Employment is concerned with policy formulation in all labour matters including employment exchanges; it is also in charge of the administration of enactments connected with safety in mines and of labour laws such as the Minimum Wages Act in regard to industries with

which the Central Government is concerned. Administration of other Acts such as the Tea Districts Immigrant Labour Act, Employees Insurance Act, Provident Fund Act etc., also falls within the purview of this Ministry. It has a large number of attached and subordinate offices under its control. The class-wise break-up of posts in these establishments is given in the table below :

TABLE I

	Class I	Class II		Class III	Class IV	Total
		Gazetted	Non-Gazetted			
(i) Secretariat proper	258	45	103	218	129	753
(ii) Director General, Employment and Training	163	174	20	1046	721	2124
(iii) Chief Labour Commissioner (Central)	67	137	16	439	241	900
(iv) Director General Factory Advice and Labour Institutes	58	20	13	150	143	384
(v) Labour Bureau	42	2	50	340	39	473
(vi) Director General of Mines Safety	113	20	4	511	294	942
(vii) Coal Mines Welfare Commissioner	130	92	7	1836	1672	3737
(viii) Mica Mines Labour Welfare Fund Advisory Committees, Iron Ore Labour Welfare Fund Advisory Committees, and Iron Ore Cess Commissioners	19	67	—	650	473	1209
(ix) Central Government Industrial Tribunals	10	1	4	36	37	88
(x) Board of Arbitration (Joint Consultative Machinery).	3	1	4	6	11	25
Total	863	559	221	5232	3760	10635

The offices at (ii) to (v) in the table are deemed attached offices. The Secretariat of the Department and its attached offices are staffed by members of the Indian Administrative Service, the Class I Central Services and the various services of the Central Secretariat.

Labour Officers (Central Pool)

2. The Department exercises general control over Labour Officers (Central Pool), and is responsible for their recruitment, deployment, and promotion. These officers are posted to various Ministries and Departments except the Railways and Posts and Telegraphs (which have their own arrangements), and are responsible for keeping liaison with labour, maintaining harmonious industrial relations, and

promoting labour welfare. There are 201 Labour Officers. Their ordinary grade is the standard Class I Junior Scale of Rs. 400-400-450-30-600-35-670-EB-35-950. 15% of the permanent strength is in the Selection Grade of Rs. 900-40-1100-50/2-1150. There is 100% direct recruitment to the ordinary grade from among graduates in the social sciences or other graduates who hold a Post-Graduate Diploma in Industrial Psychology, Industrial Relations, or allied subjects. Two years' experience in Labour welfare work or other social and administrative work is essential. The Association of Labour Officers has complained of lack of adequate promotion prospects and has drawn attention to the fact that in public sector undertakings personnel officers receive much higher salaries. They were of the view that their duties were comparable to those of the personnel

officers. We have already mentioned the duties of the Labour Officers; these do not compare with the duties of personnel officers of public sector undertakings, who have a much larger field of operation which includes recruitment, training, and negotiations with labour. Having regard to the duties performed by Labour Officers, we recommend that their ordinary and selection grades should be revised to Rs. 700-1300 and Rs. 1100-1500, respectively. It appears to us, however, that instead of having a selection grade the better course would be to identify charges which are heavier and more important, and place them on the standard Class I Senior Scale.

Directorate General of Employment and Training

3. This organisation is headed by a Director General who is also a Joint Secretary in the Department. The post may continue to carry the pay scale of the Joint Secretary. There are two Directorates in this organisation, namely the Directorate of Training and the Directorate of Employment.

Directorate of Training

4. This Directorate deals with policy questions regarding vocational training and is responsible for running training institutes such as Central Training Institutes for Instructors, the Central Staff Training and Research Institute, Calcutta, the Advanced Training Institute, Hyderabad, and the Foreman Training Institute, Bangalore. Regional Directorates of Apprentice Training which function under this Directorate supervise the implementation of apprentice training schemes in coordination with the industries of the region.

5. *Class I Posts.*—The Director of Training is on the scale of Rs. 1800-100-2000. We recommend for this post the revised scale of Rs. 2000-2250. The Additional Director (Training), the Regional Directors of Apprentice Training and the Director of the Central Staff Training and Research Institute and other Directors are on the scale of Rs. 1600-100-1800. For these posts we recommend the revised scale of Rs. 1800-2000. The Additional Director (Training) is in receipt of a special pay of Rs. 150 per month which may continue. There are a number of Principals and Deputy Directors on the scale of Rs. 1100-50-1400. For these posts the revised scale of Rs. 1300-1700 would be suitable. Assistant Directors and Vice-Principals who are on the scale of Rs. 700-1150 should be brought on to the revised standard Class I Senior Scale. Other posts which are in the standard Class I Junior and Senior Scales* of pay should be brought on to the corresponding revised scales.

6. *Class II and Class III Posts.*—The distribution of Class II and Class III posts peculiar to the Depart-

ment and their pay scales are given in the table below :—

TABLE II

Designation	No.	Existing Scale (Rs.)
Registrar	7	530-30-710
Senior Master (Selection Grade)	1	400-25-500-30-680
Senior Master	106	350-25-575
Junior Specialist Instructor	4	350-25-575
Process Camera Officer Incharge	1	350-20-450-25-575
Junior Master	103	320-15-470-EB-15-5 30
Group Instructor	15	-do-
Mill Wright	6	-do-
Stores Officer	6	-do-
Surveyor	28	-do-
Assistant Supervisor	1	210-10-270-15-300-EB-15-450
Photographer-cum-Projectionist	1	210-10-290-15-425
Senior Instructor (Electronics)	2	210-10-290-15-380 plus special pay of Rs. 50.
Senior Craft Instructor	65	210-10-290-EB-15-380
Permanent Skilled Worker	2	-do-
Hostel Superintendent	7	180-10-290-15-380
Hostel Superintendent-cum-Caretaker	1	-do-
Audio Visual Instructor	6	180-180-205-7-240-8-280
Junior Craft Instructor/ Motor Driving Instructor	87	-do-
Allied Trade Instructor	4	-do-
Drawing Instructor	6	-do-
Arithmetic Instructor	4	-do-
Vocational Training Instructor	10	-do-
Bromide Printer	1	150-10-250-EB-10-290-15-320
Dark Room Assistant	1	-do-

7. The post of Registrar is filled by deputation of suitable persons from the Audit and Accounts Department. The minimum as well as the maximum of this scale is rather odd and we recommend that this scale be replaced by a scale of Rs. 650-1200.

Junior Craft Instructors and other Instructors are directly recruited from amongst matriculates who have attained the diploma standard of the National Council for Training in Vocational Trades. They are promoted as Senior Craft Instructors who, in turn, are promoted as Junior Masters and then as Senior Masters. The incumbents of these posts are engaged in giving training to the workshop categories and

*The revised standard Class I Junior and Class I Senior Scales referred to at different places in the Chapter will be Rs. 700-1300 and Rs. 1050-1600 respectively.

accordingly their pay scales have to be related to those of workshop staff. We recommend the following scales for the various grades:—

	Rs.
Junior Craft Instructor and other posts of Instructor on the same scale	380-560
Senior Craft Instructor/Permanent Skilled Worker/Senior Instructor	425-640
Senior Instructor (Electronics)	455-700 with no special pay.
Assistant Supervisor	425-700
Junior Master/Stores Officer, Group Instructor, and Mill Wright, Surveyor	550-800
Senior Master and Junior Specialist Instructor	700-900

There is only one post of Senior Master (Selection Grade) on the scale of Rs. 400-680 for which promotion is from amongst over one hundred Senior Masters. We recommend for this post the revised scale of Rs. 650-960.

Our recommendations for the remaining posts are :

Designation	Existing Scale (Rs.)	Proposed Scale (Rs.)
Process Camera Officer In-charge	350-20-450-25-575	700-900
Photographer-cum-Projection-ist	210-10-290-15-425	425-700
Hostel Superintendent	180-10-290-15-380	425-640
Bromide Printer/Dark Room Assistant	150-10-290-15-320	380-560

For other posts falling under the workshop category or under press staff, we recommend that suitable revised scales be adopted on the lines of the recommendations made in the relevant chapters.*

Directorate of Employment

8. This Directorate is intended for coordinating the working of the State employment exchanges and for providing guidance to them. In addition, it manages the Labour Depot at Gorakhpur, two Vocational Rehabilitation Centres for the Physically Handicapped at Bombay and Madras, and a couple of other establishments. The Labour Depot acts as the clearing house for labour required in the north-eastern region.

9. *Class I Posts.*—Class I posts special to this Directorate are listed in the table below :—

TABLE III

Designation	No.	Existing Scale (Rs.)
Director of Employment Exchanges	1	1600-100-1800
Additional Director of Employment Exchanges	1	1300-60-1600
Deputy Director of Employment Exchanges	3	1100-50-1400
Assistant Director of Employment Exchanges	8	700-40-1100-50/2-1150
Statistical Officer	1	-do-

Assistant Directors of Employment Exchanges are directly recruited from amongst those holding a Master's Degree in statistics/mathematics or economics and having about seven years' experience in the sphere of employment service operations. The present scale of Rs. 700-1150 has a lower maximum than that of the standard Class I Senior Scale. We recommend for these posts the revised standard Class I Senior Scale. The Deputy Director of Employment Exchanges should be on the scale of Rs. 1300-1700, and the Additional Director on the revised scale of Rs. 1500-1800. The Association has proposed that the Director of Employment Exchanges should be on the same scale as the Director (Training). The duties and responsibilities of the Director of Employment Exchanges are, on the whole not of the same level and extent as those of the other post. We recommend the revised scale of Rs. 1800-2000, for the Director of Employment Exchanges.

10. *Class II and Class III Posts.*—The distribution of these posts which are peculiar to this organisation is given in the table below :—

TABLE IV

Designation	No.	Existing Scale (Rs.)
Welfare Officer	3	650-30-830-35-900
Sub-Regional Employment Officer	11	530-30-830-35-900
Employment Officer	2	
Psychologist	1	
Rehabilitation Officer	2	350-25-500-30-590-EB-30-800
Chief Translator	1	
Record Officer	1	450-25-575
Assistant Employment Officer	14	325-15-475-EB-20-575
Hollerith Supervisor	1	
Technical Assistant (Training)	5	320-15-470-EB-15-530
Junior Technical Assistant (Training)/Technical Assistant (Graph, Hollerith etc.)	8	210-10-290-15-320-EB-15-425
Camp Supervisor	1	125-3-131-4-163-EB-4-175-5-180

*Chapter 19—Workshop Staff.

*Chapter 20—Common Categories.

11. Posts of Employment Officers/Sub-Regional Employment Officers, and Assistant Employment Officers are filled by transfer or deputation of officers of the appropriate grade working in the employment services of the States. The Association has argued that the pay scales of employment service cadres in the States are often higher than the pay scales of the grades to which they are brought on deputation or transfer at the Centre. There is considerable variation in the pay scales attached to posts of the same nature and designation in different states and it would not be practicable to adopt the pay scales in some of the States as guide points for fixing pay scales at the Centre. It is more important to ensure equitable relativity among the posts under the Central Government. Accordingly we recommend for the Employment Officer and the Sub-Regional Employment Officer, the revised scale of Rs. 650-1200. Assistant Employment Officers should be on the revised scale of Rs. 550-900. Should the Government find difficulty in getting persons on deputation from the States, direct recruitment may be undertaken.

12. The Psychologist and the Rehabilitation Officer are employed in the Vocational Rehabilitation Centres for the Physically Handicapped. Recruitment for the posts of Psychologists is from among holders of a Master's Degree in Psychology with two years experience and for the posts of Rehabilitation Officers from among graduates with three years' experience. We recommend for these posts the revised scale of Rs. 650-1200. The Technical Assistants (Training) are on the scale of Rs. 320-530 which is higher than that of other Technical Assistants. Half the posts are filled by direct recruitment of matriculates having a certificate in mechanical draftsmanship and practical experience of not less than 5 years. The other half is filled by promotion of Junior Technical Assistants (Training). We recommend for the Technical Assistant (Training) the revised scale of Rs. 550-800. The other Technical Assistants and the Junior Technical Assistant (Training) should be on the scale of Rs. 425-700. For the remaining posts we recommend the following Revised Scales :—

Welfare Officer	Rs. 650-1200
Record Officer	Rs. 700-900
Hollerith Supervisor	Rs. 550-900
Camp Supervisor	Rs. 320-400

Labour Bureau

13. All the posts in this organisation have been discussed as common categories and for these the revised scales suggested by us for similar posts would apply.

Office of the Chief Labour Commissioner (Central)

14. The Chief Labour Commissioner (Central) is responsible for the prevention, investigation and settlement of industrial disputes under the Industrial Disputes Act and for the enforcement of some labour laws in the Central sphere. Here we deal only with the posts which are special to this organisation.

15. *Class I Posts.*—The distribution of Class I posts is given in the table below :—

TABLE V

Designation	No.	Existing Scale (Rs.)
Chief Labour Commissioner	1	1800-100-2000
Deputy Chief Labour Commissioner	3	1300-60-1600
Director	1	
Regional Labour Commissioner	3	900-40-1100-50/2-1250
Welfare Adviser	1	
Assistant Labour Commissioner (Central)	45	600-35-670-EB-35-950

There is direct recruitment to 50% of the posts of Assistant Labour Commissioners from amongst law graduates of M.A.'s in Economics or Social Sciences who have a Diploma in labour welfare/labour laws and 5 years' experience in labour problems. The rest are filled by promotion from the grade of Labour Enforcement Officers (Rs. 350-25-575). For the post of Assistant Labour Commissioner we recommend the standard Junior Class I scale with the proviso that the direct recruit should be granted up to five advance increments. The Regional Labour Commissioners and the Welfare Adviser should be in the revised scale of Rs. 1050-1600. For the Director and the Deputy Chief Labour Commissioners we recommend the revised scale of Rs. 1500-1800. For the Chief Labour Commissioner (Central), the Secretary of the Department has suggested the Joint Secretary's scale. Labour Commissioners in the States are usually in the Senior scale of the IAS, and we do not think that the difference in the duties of these posts in the States and at the Centre would call for a differential of the order suggested by the Secretary. The Chief Labour Commissioner (Central) should be on the revised scale of Rs. 2000-2500.

16. As labour economics is today an integral part of the equipment of the members of the Indian Economic Service, we recommend that the Government consider the question of encadring a certain percentage of posts of Assistant Labour Commissioners, Regional Labour Commissioners and Deputy Chief Labour Commissioners, in the Indian Economic Service.

17. *Class II and Class III Posts.*—The Administrative Officer is now on the scale of Rs. 620-30-830-35-900. The post is filled by promotion of Section Officers of the CSS. We recommend the revised scale of Rs. 840-1200. Labour Enforcement Officers are in the scale of Rs. 350-25-575. 75% of the posts are filled by direct recruitment from amongst law graduates or M.A.'s in economics or social sciences having two years' experience in labour welfare work or a diploma in labour welfare or labour laws. The staff association has urged the grant of the Junior

Class I scale in view of their heavy statutory responsibilities. The Labour Enforcement Officers are responsible for the inspection of industrial establishments coming under the jurisdiction of the Central Government with the object of enforcing labour laws and promoting labour welfare. Keeping in view the nature of duties, we recommend the revised scale of Rs. 650-960. The Supervisor (Administration), who is promoted from among Assistants and Stenographers, and the Supervisor (Training), whose post is filled by transfer of the Labour Enforcement Officers, should also be on the same scale. There is one post of Film and Tape Recorder Operator in the scale of Rs. 130-4-170-EB-5-200. For this post, we recommend the revised scale of Rs. 330-480.

Office of the Director General of Factory Advice Service and Labour Institutes

18. The main functions of this organisation are to conduct research into industrial health and environmental problems, to train factory inspectors and coordinate the implementation of the Factories Act. It is also responsible for safety in the docks for which purpose Dock Safety Inspectorates are functioning at a number of ports.

19. *Class I Posts.*—The Class I posts are on the following scales of pay :—

TABLE VI

Designation	No.	Existing Scale (Rs.)
Director General	1	2000-125-2250
Deputy Director General	1	1600-100-1800
Director (Engineering)	1	1300-60-1600
Director (Training)	1	
Director (Research)	1	
Regional Director	6	
Deputy Director (Industrial Hygiene Laboratory)	1	1100-50-1400 (with NPA of 25% of basic pay for the Medical post)
Deputy Director (Medical)	1	
-do- (Productivity)	1	
-do- (Staff Training)	1	
Assistant Director (Engg)	5	700-1250 (Standard Senior Class I Scale) (with NPA of 25% of basic pay for the medical post)
-do- (Training)	1	
-do- (Chemical)	1	
-do- (Physiology)	2	
-do- (Productivity)	4	
-do- (Industrial Psychology)	2	
-do- (Planning & Design)	1	
-do- Medical	2	
-do- (Staff Training)	3	
Assistant Regional Director (Engineering)	6	
Senior Inspector (Dock Safety)	3	400-950
Productivity Officer (Engg)	2	
Inspector (Dock Safety)	10	

20. Productivity Officer (Engineering) and Inspector (Dock Safety) are directly recruited from amongst engineering graduates with two years' experience. Assistant Directors (Medical) are directly recruited from amongst medical graduates with 5 years' experience in industrial health problems. Assistant Directors (Staff Training) are directly recruited from amongst engineering graduates with five years experience. 50% of the post of Senior Inspector (Dock Safety) are filled by promotion of Inspector (Dock Safety). 50% of other Assistant Directors are filled by promotion of Inspectors of the relevant speciality who are in Class II. All the higher posts are filled normally by promotion, direct recruitment being resorted to only when suitable persons are not available for promotion.

21. Posts which are on the standard Class I Junior and Senior scales should be in the corresponding revised scales recommended elsewhere for these grades. We have considered it advisable not to disturb the existing position, and to allow the Deputy Director (Medical) and the Assistant Director (Medical) the same scales as their confreres in other specialisms. The functions of the medical personnel in this organisation are oriented towards industrial health, and can be distinguished from those of medical personnel in hospitals who are concerned with clinical medicine, surgery, teaching, research etc. For the other posts our recommendations are as follows :—

Designation	Revised Scale (Rs.)
Director General	2250-2500
Deputy Director General	1800-2000
Director	1500-1800
Regional Director/Deputy Director	1300-1700

The non-practising allowance for the Assistant Director (Medical) and Deputy Director (Medical) should be regulated on the lines laid down in Chapter 16.

22. *Class II Posts.*—Inspectors (Chemical/Physiology/Industrial Psychology/Architectural/Artist & layout Expert) are on the standard Class II scale. All these posts are filled by direct recruitment. We recommend the revised scale of Rs. 700-1300 for these posts, as for the Inspector (Dock Safety). The post of Administrative Officer (Rs. 350-900) should be given the revised scale of Rs. 650-1200.

23. *Class III Posts.*—Class III posts which are peculiar to this organisation are given below :—

TABLE VII

Designation	No.	Existing Scale (Rs.)
Statistical Productivity Assistant/Technical Assistant (Engineering)/Technical Assistant (Psychology)/Junior Inspector (Dock Safety)/Mechanical Assistant.	14	320-530

The Statistical Productivity Assistants are recruited from among M.A.'s in statistics or economics with one year's experience. For Technical Assistance (Psychology), the minimum qualification is a Master's degree in Psychology with one year's experience. Technical Assistant (Engineering) and Junior Inspector (Dock Safety) are required to have a Diploma in mechanical engineering and two years practical experience in an engineering workshop. For the Mechanical Assistants, however, a Degree in electrical or mechanical engineering with two years' practical experience has been prescribed. These are research oriented jobs and have no promotion avenues. Having regard to the qualifications prescribed and the nature of duties we recommend for these posts the revised scale of Rs. 550-900. The qualifications prescribed for the post of Mechanical Assistant, however, seem to be high as compared to the duties performed and may be reviewed.

Office of the Director General of Mines Safety

24. This organisation is responsible mainly for supervision of working conditions in all mines, the administration of the Mines Act, 1952 and the enforcement of safety standards.

25. *Class I & Class II posts.*—The distribution of Class I and Class II posts which are special to this organisation is given in the table below :—

TABLE VIII

Designation	No.	Existing Scale (Rs.)
<i>Class I</i>		
Director General Mines Safety	1	2000-125-2250
Deputy -do-	1	1800-100-2000
Director Mines Safety	7	1600-100-1800
Joint Dir. -do-	23	1300-60-1600
Deputy -do- -do-	54	900-40-1100-50-1400
-do- -do- (Elec)	12	
-do- -do- (Mech)	4	
Survey Superintendent	1	700-40-1100-50/2-1250
Senior Law Officer	1	
Assistant Director Mines Safety (Elec)	2	570-30-600-35-950
Law Officer Grade I	2	400-950
<i>Class II</i>		
Assistant Director Mines Safety	14	350-900 (with an initial start of Rs. 590 for those having a Second Class Mine Managers' Certificate)
Administrative Officer	1	620-30-830-35-900
Law Officer Grade II	1	400-900
Assistant Administrative Officer	1	350-25-575

26. There is direct recruitment to 75% of the posts of Deputy Director Mines Safety, the prescribed qualification being a Degree or Diploma in Mining Engineering and 1st Class Mine Manager's Certificate followed by 6 years' experience in mining. The remaining 25% are filled by promotion of Assistant Director Mines Safety (Rs. 350-900). For posts of Deputy Director Mines Safety (Electrical) and (Mechanical) the requirements are a Degree in Engineering—Electrical or Mechanical—followed by 8 years' experience. Higher posts are filled by promotion. The Association of the DGMS officers has drawn attention to the high rates of remuneration that are available to mining engineers in private industry and the difficulties experienced in recruiting and retaining suitable officers in the organisation of DGMS. It has been proposed that their scales of pay and promotion prospects should be improved. Direct recruitment to the level of Deputy Director Mines Safety is already in a scale (Rs. 900-1400) which is superior to the standard Class I Senior Scale. We have separately ascertained that the National Coal Development Corporation recruit persons with a First Class Mine Manager's Certificate and five years experience as Colliery Managers in 4th grade of Rs. 900-1400. It would thus appear that the remuneration in the Directorate General of Mines Safety and in the public sector undertaking for persons of comparable qualifications is identical. Even so we have been informed that there are recruitment difficulties. If recruitment difficulties persist, advance increments should be more freely offered in the prescribed scale. Promotion prospects will depend on the distribution of posts in the hierarchy of grades and their number is determined on the basis of the needs of the organisation.

27. We, however, notice that except for the post of Assistant Director Mines Safety (Electrical), the other Assistant Directors Mines Safety are in Class II, and there is no regular Junior Class I Grade. Assistant Directors Mines Safety are recruited from among Degree or Diploma holders in Mining Engineering those having a Second Class Mine Managers Certificate being given a higher initial start of Rs. 590. We are of the view that response to recruitment would improve if the Assistant Directors are placed in the Junior Class I Scale, with a simultaneous provision that all the posts in the grade of Deputy Directors Mines Safety should be filled by promotion from among Assistant Directors. There should be a suitable training programme, including a period of attachment to mining Corporations in the public sector so as to enable the young recruits to acquire the experience necessary to obtain a First Class Mine Manager's Certificate of competency. It should not be difficult to arrange for this since there are several mining corporations functioning under the general direction of Government at present. If this is done the posts of Assistant Directors and Deputy Directors Mines Safety should be in the standard Junior and Senior Class I scales respectively. There should be a provision as at present for a higher initial start for the mining graduates and diploma holders who join the grade of Assistant Directors on the proposed Junior Class I Scale after obtaining a Second

Class Mine Manager's Certificate. Direct recruitment would, however, have to continue as at present, to the grades of Assistant Director Mines Safety (Electrical) and Deputy Directors Mines Safety (Electrical/Mechanical), since their number is small.

28. Till such time as the new arrangement suggested is put on a proper footing we recommend the following revised pay scales for the various Class I and Class II grades :—

Class I

Designation	Revised Scale
	(Rs.)
Director General	2250-2500
Deputy Director General	2000-2250
Director	1800-2000
Joint Director	1500-1800
Dy. Director Mines Safety	1200-1700
Deputy Director Mines Safety (Electrical/Mechanical)	
Survey Superintendent/Senior Law Officer	1050-1600
Asst. Director Mines Safety (Electrical)	700-1300, with up to five advance increments in suitable cases.
Law Officer Grade I	700-1300

Class II

Assistant Directors Mines Safety	650-1200; and for those having a Second Class Mine Manager's Certificate, 840-1200.
Administrative Officer	840-1200
Law Officer Grade II	650-1200
Assistant Administrative Officer	550-900

29. *Class III posts.*—Relevant particulars of the Class III posts which are peculiar to this organisation and the scales proposed by us are given below :—

Designation	No.	Source of recruitment	Existing Scale	Revised Scale
			(Rs.)	(Rs.)
Head Surveyor	6	Promotion from Surveyor	370-575	700-900
Surveyor	28	Promotion, 50% from Draftsman Surveyor/Head Draftsman (180-380), 50% from Draftsman (150-240)/Computer (130-300)	250-380	550-700
Draftsman Surveyor	6	Promotion from Draftsman/Computer	180-380	425-700
Caretaker	1	Degree with 4 years' experience as Caretaker	150-380	380-640
Topo Computer	6	Certificate/Diploma in Surveying or Engineering	130-300	330-560

Office of the Coal Mines Welfare Commissioner, Dhanbad

30. This organisation is responsible for administering the statutory fund known as Coal Mines Labour Welfare Fund which is utilised for providing medical, educational and recreational facilities to the workers in coal mines.

31. *Class I Posts.*—The Coal Mines Welfare Commissioner is on a scale of Rs. 1800-100-2000 and the Director (Finance and Accounts) carries the scale of Rs. 1100-50-1400. We recommend for these posts the revised scales of Rs. 2000-2250 and Rs. 1300-1700 respectively. The Chief Welfare Officer is on the scale of Rs. 570-30-600-35-950. The post is filled by promotion of Welfare Inspectors (Rs. 350-900) failing which there is direct recruitment from among graduates who have in addition a degree or diploma in social service/social work/social welfare and 5 years' experience. There is also a post of Welfare Officer (W) which is on the standard Junior Class I Scale of Pay. The post is filled by direct recruitment and there is no provision for promotion. We see no justification for two different scales for the Welfare Officer(W) and Chief Welfare Officer. Both these posts may be on the standard Class I Junior Scale of pay. Other posts which are on the standard Class I Junior and Senior Scales of pay should be on the revised scales recommended for these grades.

32. *Class II and Class III posts.*—Particulars of the posts which are peculiar to this organisation and our recommendations regarding their scales of pay are given below :—

TABLE X

Designation	No.	Existing Scale	Proposed Scale
		(Rs.)	(Rs.)
Welfare Inspector	7	350-900	650-1200
Superintendent (Accounts)/	3	350-20-450-25-525	550-900
Assistant Secretary to CMWC/	5		
Secretary to Medical	4		
Superintendent, Central Hospitals			
Physical Training Instructor	1	325-15-475-EB-20-557	550-900
Assistant Inspector (Lab. Welfare)/Welfare Organiser / Cooperative Inspector	26	230-(Prob)-250-10-290-15-320-EB-15-425-EB-15-530	425-800
Social Worker/Medico Social Worker	20	210-10-290-15-320-EB-15-425	425-700

Designation	No.	Existing scale	Revised Scale
		Rs.	Rs.
Drama - cum - Music Master/Assistant Town Administrator/Yogic Instructor/Junior Physical Training Instructor/Field Assistant (Technical/Junior Assistant Inspector (Labour Welfare)/Assistant Welfare Organiser	25	200-10-290-15-320-EB-15-380	425-640
Purchase Assistant	1	210-530	425-800
Law Assistant	1	210-380	425-700
Cooperative Organiser/Senior Adult Education Instructor Artist/Assistant Drama - cum- Music Master/Senior Games Supervisor/Basket Making Instructor	53	130-300	330-560
Craft Instructor	2	168-256	380-560
Cinema Operator Gymnasium Instructor	20	150-205	330-480
Surveyors	4	110-200	260-430
Welfare Worker/ House Keeper / Adult Education Instructor/Assistant Music Master/ Master in Tailoring Assistant Cooperative Organiser/ Horticultural Assistant	172	110-180	260-400
Work Sarkar/Welfare Worker (Family Planning)	43	110-155	260-350

National Industrial Tribunals and Industrial Tribunals-cum-Labour Courts

33. A number of Industrial Tribunals-cum-Labour Courts have been set up at various places to adjudicate on industrial disputes. The prescribed pay of the Presiding Officer of the National Industrial Tribunal New Delhi is Rs. 3500. The scale prescribed for the Presiding Officers of other Industrial Tribunals-cum-Labour Court is Rs. 1800-2000. The posts of Presiding Officers of these Courts are filled normally from amongst the Judges or retired Judges of a High Court or District Judges or Additional District

Judges. The pay of retired Judges who are reemployed should be fixed according to the normal rules. The existing scale of Rs. 1800-2000 should, however, be replaced by the revised scale of Rs. 2000-2250. The Private Secretaries to the Presiding Officers at Delhi and Bombay are on the scale of Rs. 400-25-650 and Rs. 320-15-470-EB-15-530 respectively. These two posts may be on the revised scales of Rs. 650-960 and Rs. 550-800, respectively.

The Mica Mines Labour Welfare Fund Advisory Committees, Iron Ore Mines Labour Welfare Fund Advisory Committees and, Iron Ore Mines Cess, Commissioner's Offices

34. The Advisory Committees administer the Funds which have been established for the purpose of providing welfare facilities for the workers employed in the Mica and iron ore mines. The Cess Commissioner's Offices form a part of the Iron Ore Mines Labour Welfare Fund organisation and have been set up for levy and collection of the cess on iron ore. There are three Advisory Committees under the Mica Mines Labour Welfare Fund, one each at Bhilwara, Nellore and Dhanbad, and seven under the Iron Ore Mines Labour Welfare Fund in Madhya Pradesh, Goa, Maharashtra, Bihar, Mysore, Andhra Pradesh and Orissa. The Labour Minister of the concerned State is the Chairman of these Committees. The offices of the Committees are subordinate offices of the Department of Labour and Employment, Government of India, and are headed by Welfare Commissioners, or Vice-Chairman. Some of these officers work whole time while others are State Government officials who hold their posts in an *ex-officio* capacity. In the latter case they are paid an honorarium of Rs. 100 per month. There are separate offices of Iron Ore Cess Commissioners at Bangalore and Jamshedpur. The latter are usually officers of the State Government who look after this work on a part-time basis and get an honorarium of Rs. 75 per month.

35. Most of the Class I and Class II posts in these organisations are on the standard Class I Senior Scale, Class I Junior Scale or Class II scale of pay and the revised scales recommended by us elsewhere for these grades should apply. The Welfare Commissioner, Iron Ore Mines Welfare Advisory Committee at Panaji is on a scale of Rs. 1100-40-1400 for which we recommend the revised scale of Rs. 1300-1700.

36. These organisations have some posts on the scale of Rs. 230-530 and Rs. 200-380 which are similar to those in the office of the Coal Mines Welfare Commissioner. The revised scales we have recommended

under the Coal Mines Welfare Commissioner for these grades should be adopted. For the rest of the posts our recommendations are as follows :

Designation	Existing Scale (Rs)	Revised Scale (Rs.)
Welfare Organiser (Dhanbad)	210-380	425-640
Yoga Instructor (Dhanbad)	210-350	
Cooperative Inspector (Bhubaneswar)	185-325	
Field Workers/Craft Instructor/Co-operative Organiser (Dhanbad)	130-300	330-560
Lady Social Worker/Instructor in Basket Making / Welfare Worker / Education Instructor/Adult Education Instructor Cinema Operator/Games Supervisor/ Hostel Warden/Assistant Music Master/Tailor Master (under various Committees)	110-180	260-400

II—DEPARTMENT OF REHABILITATION

37. The Department of Rehabilitation is responsible for the relief and rehabilitation of displaced persons from Pakistan and its erstwhile eastern wing, of Indian nationals repatriated from Burma, Ceylon and Mozambique and of Tibetan refugees. The development of the Andaman and Nicobar Islands under the 'Special Areas' programme and the administration of the Evacuee Property Act, 1964 in Goa, Daman and Diu are among its other functions. The Department has a number of subordinate offices.

38. The class-wise distribution of posts in the Department proper and in its subordinate offices is given in the Table below :

TABLE XI

	Class I	Class II		Class III	Class IV	Total
		(Gaz.)	(N. Gaz.)			
(1) Deptt. of Rehabilitation (Sectt.)	33	35	123	158	117	466
(2) The Chief Administrator, Dandakaranya Project	41	131	..	3547	1494	5213
(3) The Financial Adviser & Chief Accounts Officer, Dandakaranya	2	6	..	178	36	222
(4) The Chief Mechanical Engineer, Rehabilitation Reclamation Organisation	7	19	..	824	260	1110
(5) The Officer-in-Charge, Central Claims Organisation	1	1	..	21	8	31
(6) The Custodian of Deposits	..	1	..	5	2	8
(7) The Chief Settlement Commissioner	14	61	..	557	187	819
(8) The Chief Commandant, Mana Group of Transit Centres	11	50	15	1082	749	1907
(9) The Chief Development-cum-Rehabilitation Commissioner, Andaman and Nicobar Islands	4	9	7	118	74	212
Total	113	313	145	6490	2927	9988

Secretariat

39. *Class I Posts*.—The distribution of Class I posts is given in the table below :

TABLE XII

Designation	Existing Scales	No.
(i) Agriculture Adviser	Rs. 1600-100-1800	1
(ii) Joint Director (1), Special Officer (Relief) (2), Officer on Special Duty (Industry) (1),	Rs. 1300-60-1600	4
(iii) Deputy Agriculture Adviser (2), Finance & Budget Officer (1), Senior Research Analyst (1), Officer on Special Duty (Works) (1),	Rs. 700-40-1100-50/2-1250	5
(iv) Asstt. Agriculture Adviser (1), Research Officer (1)	Rs. 400-400-450-30-600-35-670-EB-35-950	2

The posts of Special Officer (Relief) are filled by direct recruitment of retired military officers of the rank of Lt. Colonel and of Deputy Agriculture Adviser by M. Sc.'s in Agriculture or Agronomy with seven years' experience in research, extension and management. All the other posts are filled by deputation. For the posts at (iii) and (iv) above we recommend the revised scales of Rs. 1050-1600 and Rs. 700-1300 respectively. Posts at (ii) should be on the scale of Rs. 1500-1800. For the Agriculture Adviser, we recommend the scale of Rs. 1800-2000.

40. *Class II Posts*.—The posts of Hindi Officer and Officer on Special Duty (Kalkaji) are on the standard Class II scale and the proposed standard Class II scale should apply.

41. *Class III Posts.*—Particulars of the Class III posts and our recommendations are as follows :

TABLE XIII

Designation	No.	Existing Scale	Proposed Scale
		Rs.	Rs.
Research Asstt. (Work Study)	1	325-575	550-900
Translator (Bengali)	1	130-300	330-560

Dandakaranya Project

42. The Chief Administrator, Dandakaranya Project, is the chief executive officer of the Dandakaranya Development Authority which is responsible for the rehabilitation of displaced persons from the former East Pakistan in Dandakaranya and the integrated development of the area with special reference to the local tribal population.

43. *Class I Posts.*—The distribution of Class I posts is given in the table below.

TABLE XIV

Designation	Existing Scale (Rs.)	No.
(i) Chief Administrator	2500-125/2-2750	1
(ii) Director—Transport and Machinery (1) Director of Agriculture and Animal Husbandry. (1)	1300-60-1600	2
(iii) Director of Industries (1) Zonal Administrator (1)	1100-50-1400	2
(iv) Deputy Chief Administrator (1) Zonal Administrator (2)	900-50-1000-60-1600-50-1800	3
(v) Deputy Director of Agricultural (1) Forestry Officer (1) Zonal Administrator (1) Senior Executive Officer (3) Supdt. (Transport & W/Shop) (1) Works Manager (1) Supdt. of Educator (1)	700-1250	9
(vi) Labour & Welfare Officer (1) Executive Officer (1) Assistant Director of Agriculture and Animal Husbandry (1) Zonal Agricultural Officer (3)	400-950 (Standard Cl. I Junior Scale)	6

44. The Chief Administrator should have the same scale as a Joint Secretary. For the posts which are on standard Class I Senior and Junior scales and the IAS Senior Scale, the revised scales for the corresponding grades should apply. The post of Director (Transport & Machinery) is a promotion post for Superintendent (Transport & W/Shop). Direct recruitment is resorted to if there are no suitable persons for promotion. The post of Director (Agriculture and Animal Husbandry) is filled by deputation failing which direct recruitment is resorted to. There are no avenues of promotion for these posts and we recommend a scale of Rs. 1500-2000. The post of Zonal & Tribal Administrator is filled by promotion of Senior Executive Officer and Zonal Administrator Junior Grade in the scale of Rs. 700-1250. We recommend for this post the revised scale of Rs. 1300-1700. The post of Director of Industries, which is filled by deputation, should also be on the same scale.

45. *Class II Posts.*—Particulars of the posts which are special to this organisation are listed in the Table below :

TABLE XV

Designation	Existing Scale (Rs.)	No.
(i) Asstt. Director Industries (1) Principal ITI-cum-Assistant Director of Industries (1)	590-30-830-35-900	2
(ii) Veterinary Officer (4) Agricultural Officer (1) Farm Superintendent (2) Soil Survey Officer (1) Assistant Works Manager (1) Liaison Officer (1)	350-900	10
(iii) Deputy Land Officer	350-25-500-30-590-EB-30-800	3
(iv) Asstt. Executive Officer (Senior) (24) Asstt. Executive Officer (A/Cs) (8) Asstt. Conservator of Forests (2) Asstt. Supdt. of Education (1) Vice Principal-ITI (1)	350-25-575	36

All these posts are filled either by promotion or through deputation. Direct recruitment can be resorted to in most cases if neither of these methods is found practicable. The posts on the scale of Rs. 590-900 should be on the revised scale of Rs. 840-1200. For posts which are now on the scales of Rs. 350-900 and Rs. 350-800, we recommend the scale of Rs. 650-1200. Posts on Rs. 350-25-575 should be on the revised scale of Rs. 650-960.

46. *Class III Posts*.—The particulars of the various posts and our recommendations thereon are given below :

TABLE XVI

Designation	No.	Existing Scale	Proposed Scale
		Rs.	Rs.
Asstt. Executive Officer (Jr.) (24)	31	325-15-475-EB-20-575	550-900
Asstt. Executive Officer (Works Study) (1)			
Officer-in-charge (Publicity) (1)			
Asstt. Marketing & Purchase Officer (1)			
Manager (Technical Servicing) (1)			
Foreman (Senior) (3)			
Foreman (Mechanical)	—	1 350-20-450-25-475	550-900
Asstt. Extension Officer (9)	11	325-15-475	550-750
Photographer-cum-Dark Room Operator (1)			
Supervising Instructor (1)			
Store Supervisor (1)	7	280-15-475	550-750
Service Incharge (6)			
Security Inspector	1	250-15-400-EB-15-475	470-750
Craft Instructor (Senior) (4)	5	250-15-400	455-700
Drawing Instructor (1)			
Chargeman (10)	11	250-10-290-15-380	455-700
Drilling Supervisor (1)			
Survey Officer	2	230-10-290-15-320-EB-15-425	425-700
Manager (1)	4	210-10-290-15-320-EB-15-425	425-700
Zonal Inspector of Schools (3)			
Legal Assistant (1)	9	210-10-290-15-320-15-380	425-640
Poultry Inspector (2)			
Cooperative-cum-Marketing Inspector (4)			
Foreman (Junior) (2)			
Fuel Inspector (1)	5	205-7-240-8-280	380-560
Mobile Squad Inspector (1)			
Assistant Foreman (3)			
Mathematics Instructor (1)	8	200-10-300	380-560
Craft Instructor (Jr) (6)			
Allied Trades Instructor (1)			
Wireless Supervisor (1)	13	180-10-290-EB-15-380	425-640
Supervisor Mech. (12)			
Forest Ranger	3	180-10-290-EB-15-335	425-600
Sub-Inspector of Schools (2)	3	170-10-290-EB-15-380	As for trained teacher.*
Physical Training Instructor (1)			
Senior Surveyer (40)	41	150-10-250-EB-10-290-15-335-EB-15-380	380-640
Wireless Mechanic (1)			
Inspector Consumer Goods	3	150-10-250-EB-10-290-15-320	425-600
Supervisor (Industries)	3	150-5-160-8-240-EB-8-280-10-300.	380-560
Wireless Operator	12	—do—	330-560
Land Survey Superintendent (4)	6	150-5-175-6-205-EB-7-240	330-480
Survey & Drawing Superintendent (1)			
Head Time Keeper (1)			
Sales Assistant (2)	67	130-5-160-8-200-EB-8-256-EB-8-280-10-300	330-560
Sevak (Senior) (56)			
Fishery Inspector (1)			
Senior Instructor (4)			
Youth Welfare Organiser (4)			
Deputy Ranger	2	125-5-150-EB-5-180	320-400
Survey Inspector (1)	21	125-3-131-4-155	260-400
Revenue Inspector (20)			
Physical Training Instructor	1	115-5-130-6-160-EB-10-180	260-400
Surveyor	50	110-4-150-EB-4-170-5-180-EB-5-200.	260-430
Sevak (Junior) (146)	213	110-3-131-4-155-EB-4-175-5-180.	260-400
Sevak-Teacher (10)			
Salesman (20)			
Dark Room Asst. (1)			
Jr. Inspector (7)			
Fieldman (15)			
Proof Reader (1)			
Petrol Pump Supvsnr (10)			
Time Keeper (1)			
Asstt. Supervisor (2)			
Forester	13	105-3-135-EB-4-155.	225-350
Kamdar	29	85-2-95-3-110-3-128.	200-260
Patwari (73)	75	85-2-95-3-110.	200-260
Head Security Guard (2)			
Craft Teacher	30	80-3-110-EB-3-116-4-120-5-135.	225-308
Time and Record Keeper	3	110-3-131.	260-350

47. *Class IV Posts.*—We recommend the scales given below for the Class IV posts which are peculiar to this organisation :

TABLE XVII

Designation	No.	Existing Scale	Revised Scale
		(Rs.)	(Rs.)
Mistry	10	70-1-80-EB-1-85.	185-220
Kamdar	16	75-1-85-EB-2-95.	190-240
Armed Guard	6	Rs. 100 fixed plus allowances	190-232

Office of the Financial Adviser and Chief Accounts Officer, Dandakaranya Development Authority

48. The Financial Adviser and Chief Accounts Officer is on the scale of Rs. 1100-50-1300-60-1600-100-1800, the Deputy Financial Adviser and Chief Accounts Officer on the scale of Rs. 400-400-450-30-510-EB-700-40-1100-50/2-1250 and the Assistant Financial Advisers and Chief Accounts Officers on the scale of Rs. 590-30-830-35-900. All the posts are filled by deputation. These posts should be on the revised scales of Rs. 1500-2000, Rs. 1050-1600 and Rs. 840-1200 respectively.

Office of the Chief Mechanical Engineer, Rehabilitation Reclamation Organisation

49. This Organisation is responsible for the speedy rehabilitation of migrant agriculturists from the former East Pakistan, Burma and Ceylon. While reclamation of land is its main task it also undertakes other work such as earth compaction and land leveling.

50. *Class I Posts.*—The Chief Mechanical Engineer is on the scale of Rs. 1800-100-2000. For this post the revised scale of Rs. 2000-2250 would be appropriate. The post of Director Mechanical which is on the scale of Rs. 1300-60-1600 has been held in abeyance. The Operational Engineer is on the scale of Rs. 1100-50-1400. For these two posts we recommend the scales of Rs. 1500-2000 and Rs. 1300-1700 respectively. Other Class I posts are on the standard Class I Junior and Senior Scales of pay and the substitutes we have recommended earlier should apply.

51. *Class II and Class III Posts.*—Particulars of the Class II and Class III posts peculiar to this organisation and our recommendations thereon are given below:

TABLE XVIII

Designation	No.	Existing Scale	Revised Scale
		(Rs.)	(Rs.)
Administrative Officer (1)	2	590-30-830-35-900.	840-1200
Account Officer (1)	1	350-900	650-1200
Asstt. Soil Conservation Officer.	3	350-25-575	650-960
Asstt. Admn. Officer	3	350-25-575	650-960
Stores Verification Inspector (1)	15	335-15-485	550-750
Supervisor (Mech.) (14)	26	250-10-290-15-380.	455-700
Chargeman (Mech.) (23)	3	110-4-150-EB-4-170-5-180-EB-5-200.	260-430
Supervisor (Drilling) (3)			
Surveyor			

Officer-In-Charge, Central Claims Organisation

52. This organisation is responsible for verification of claims for pension, provident fund, insurance policies, pay and leave salary, security etc., of the displaced Government servants who have migrated from Pakistan to India and *vice versa*.

The organisation is headed by an Officer-in-charge Claims (Rs. 700-40-1100-50/2-1250) who is assisted by an Assistant Officer-in-charge, Claims (Rs. 350-25-575). The post of Officer-in-charge is filled by deputation from Accounts cadres and the post of Asstt. Officer-in-charge is filled by promotion from the Grade of Superintendent (Rs. 350-475). We recommend the revised scales of Rs. 1050-1600 for the post of Officer-in-charge, of Rs. 650-960 for the post of Asstt. Officer-in-charge and Rs. 550-750 for the Superintendent.

Office of the Custodian of Deposits

53. The Custodian of Deposits (Rs. 350-25-575) is responsible for the receipt and restoration of Court deposits of displaced persons in India and transfer of similar deposits of evacuees to Pakistan. We recommend the revised scale of Rs. 650-960 for this post.

Office of the Chief Settlement Commissioner

54. The main function of this organisation is the verification and payment of claims filed by displaced persons from West Pakistan. One of the Joint secretaries in the Department of Rehabilitation functions as the Chief Settlement Commissioner.

55. *Class I Posts.*—The distribution of other Class I posts is given in the table below:

TABLE XIX

Designation	No.	Pay scale
		(Rs.)
Settlement Commissioner (2) } Regional Settlement Commissioner (1)	3	1300-60-1600
Settlement Commissioner (2) } Regional Settlement Commissioner (1)	3	1100-50-1300
Asstt. Settlement Commissioner	8	700-40-1100-50/2-1150.

The posts of Assistant Settlement Commissioners are filled by promotion from among Settlement Officers (Rs. 590-830), and should be on the scale of Rs. 1050-1600. The posts of Settlement Commissioners and Regional Settlement Commissioners are filled either by promotion of Assistant Settlement Commissioners or through deputation of suitable officers of the IAS and other Class I Officers of the Central and State Civil Services. Class II Officers of the CSS and the State Civil Services are considered

for appointment as Regional Settlement Commissioners if they have 9 years' service in the grade and as Settlement Commissioners if they have 12 years' service. For the two grades of Settlement Commissioners and Regional Settlement Commissioners we recommend the following revised scales.

Existing scale	Proposed scale
Rs. 1300-60-1600	Rs. 1500-1800
Rs. 1100-50-1300	Rs. 1300-1700

56. *Class II and Class III Posts.*—Particulars of the Class II and Class III posts peculiar to this organisation and our recommendations thereon are listed below :

TABLE XX

Designation	No.	Existing scale (Rs.)	Revised scale (Rs.)
Officer on Special Duty (A/Cs)(1)	2	590-30-830-35-900.	840-1200
Officer on Special Duty (Complaints) (1)			
Settlement Officer (7)	8	590-30-830	840-1200
Law Officer (1)			
Asstt. Settlement Officer/Managing Officer (44)	50	350-25-575	650-960
Asstt. Custodian (1)			
Accounts Officer (Jr.) (5)	1	250-10-290-15-380.	455-700
Asstt. Managing Officer			
Valuer (Senior) (1)	2	210-10-290-15-380-EB-15-425.	425-700
Legal Asstt. (1)			
Supervisor (2)	3	210-10-290-EB-15-380.	425-640
Reader (1)			
Field Inspector (Senior)	2	210-10-290-15-320-15-380.	425-640
Managing Officer Grade II			
Scrutiniser (4)	11	168-8-256-EB-8-280-10-300.	380-560
Field Inspector (7)			
Ahmed (1)	2	130-5-160-8-200-EB-280-10-300.	330-560
Reader (1)			
Kanungo	2	130-5-160-8-200	-do-
Surveyor	1	110-4-150-EB-4-170-5-180-EB-5-200.	260-430
Enquiry Inspector	1	110-3-131-4-155-EB-4-175-5-180.	260-400
Patwari	2	95-3-131-EB-4-155.	225-350

Office of the Chief Commandant Mana Group of Transit Centres

57. Its main function is to take delivery of the equipment, spare parts, general stores, petrol, oil and lubricants etc. received at Raipur and to make arrangements for their despatch to the consignees, by Government transport.

58. *Class I Posts.*—The office is headed by the Chief Commandant (Rs. 1300-60-1600). Commandants and Officer-in-charge are on the standard Class I Senior Scale and the Principal and Technical Coordination Officer on the standard Class I Junior Scale. The posts which are on the standard Class I junior and senior scales should be on the revised scales recommended elsewhere for these grades. The Chief Commandant may be on the scale of Rs. 1500-1800.

59. *Class II and Class III Posts.*—Particulars of posts which are special to this organisation and our recommendations thereon are given below:

TABLE XXI

Designation	No.	Existing Scale (Rs.)	Proposed Scale (Rs.)
Accounts Officer (2)	3	590-30-830-EB-35-900.	840-1200
Administrative Officer (1)			
Asst. Technical Coordination Officer.	1	350-25-500-30-590-EB-30-800	650-1200
Stores Officer	1	350-25-500-EB-30-650.	650-960
Transport Officer (1)	8	350-25-575	650-960
Junior Administrative Officer (1)			
Senior Asst. Commandant (6)			
Foreman	1	450-25-575	700-900
Foreman	3	320-15-470-EB-15-530.	550-800
Technical Supervisor Gr. I	30	335-15-485	550-750
Hostel Supdt.-cum-Physical Training Instructor (1)	32	325-15-475	550-750
Asst. Commandant (26)			
Hostel Supdt. (1)			
Asst. Supply Officer (1)			
Security Officer (1)			
Welfare Officer (1)	3	250-10-290-15-380.	455-700
Lady Hostel Supdt. (1)			
Supervisor (Drilling)	3	250-10-290-15-380.	455-700
Translator	1	210-10-290-15-320-EB-15-425.	425-700
Inspector (1)	16	210-10-290-15-320-15-380.	425-640
Asst. Hotel Supdt. (2)			
Craft Instructor (13) (Senior)			
Announcer-cum-Intelligence Officer	2	210-10-290-15-320.	425-600
Supervisor (2)	3	150-5-160-8-240-EB-8-280-10-300.	330-560
Radiographer (1)			
Diet Clerk (2)	9	110-3-131-4-155-EB-4-175-5-180.	260-400
Petrol Pump Assistant (1)			
Petrol Pump Supervisor (1)			
Jobber (1)			
Driving Instructor (3)			
Dyer (1)	142	110-3-125	260-350
Sevika (24)			
Sevak (118)	3	110-3-125	225-308
Head Security Guard			

Office of the Chief Development-cum-Rehabilitation Commissioner, Andaman and Nicobar Islands

60. This organisation is responsible for the development of the Union Territory of Andaman and Nicobar Islands under the "Special Areas" programme, and particularly for the resettlement of the migrants from Burma and Ceylon.

61. *Class I and Class II Posts.*—The distribution of Class I and Class II posts is given in the table below:

TABLE XXII

Designation		Existing Scales
		Rs.
Chief Development-cum-Rehabilitation Commissioner	(1)	1800-100-2000 plus special pay of Rs. 350
Officer on Special Duty (Agriculture)	(1)	700-40-1100-50/2-1250 plus special pay of 33½ %
Soil Conservation Officer	(1)	700-50-1250
Soil Survey Officer.	(1)	
Research Officer (Soil)	(2)	400-25-500-30-500-EB-30-800-EB-30-830-35-900
Agriculture Officer	(1)	
Asstt. Commissioner (Rehabilitation)	(1)	
Asstt. Soil Conservation Officer	(2)	350-900
Agriculture Extension Officer	(1)	

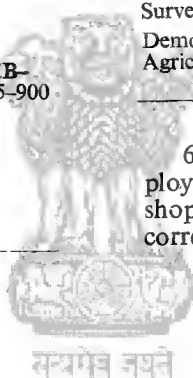
The post of Chief Development-cum-Rehabilitation Commissioner should be on the scale of Rs. 2000-2250 with a special pay of Rs. 350. The post of Soil Conservation Officer and Soil Survey Officer should be in the scale of Rs. 1100-1600. The other posts on Rs. 700-1250 should be on the scale of Rs. 1050-1600. The Officer on Special Duty (Agriculture) should, in addition, have a special pay at the rate of 25% of pay. The posts on the scales of Rs. 400-900 and Rs. 350-900 should be on the revised scale of Rs. 650-1200.

62. For the remaining posts our recommendations are as follows:

TABLE XXIII

Designation	No.	Existing Scale	Revised Scale
		Rs.	Rs.
Assistant Secretary (Rehabilitation)	1	450-575	700-900
Senior Soil Surveyor	5	325-575	550-900
Soil Conservation Asst.	4	325-475	550-750
Field Supervisor	(6)	210-425	425-700
Surveyor	(4)		
Demonstrator	(12)	110-200	260-430
Agriculture Field Asstt.	(5)		

63. The constituent Units of the Department employ certain staff whose duties are akin to the workshop categories. They should be placed on the corresponding scales of pay.



MINISTRY OF LAW & JUSTICE

The Ministry of Law & Justice consists of three Departments namely, (i) the Department of Legal Affairs, (ii) the Legislative Department, and (iii) the Department of Justice. The Department of Legal Affairs is responsible for giving legal advice to other Central Government offices, for the conduct of cases in the Supreme Court and in various other courts on behalf of the Central Government. In addition, it has administrative responsibility for the Income Tax Appellate Tribunal and the Law Commission. The Legislative Department is concerned with the drafting of statutes and statutory rules and orders. It has administrative responsibility for the Election Commission and the Official Language (Legislative) Commission. The Secretariat of the Department of Justice is located in the Ministry of Home Affairs and is not being discussed here.

Central Legal Service

2. The following posts which are manned by officers belonging to the Central Legal Service, a regularly constituted Class I Service, are on the pay scales noted against each :

TABLE I

Grade	Designation	No. of posts	Existing Scale
			Rs.
Grade I	Joint Secretary and Legal Adviser/Joint Secretary and Legislative Counsel.	12	2500-125/2-2750
Grade II	Additional Legal Adviser/Legislative Counsel.	10	1600-100-2000
Grade III	Deputy Legal Adviser/Legislative Counsel.	22	1100-50-1300-60-1600
Grade IV	Assistant Legal Adviser/Legislative Counsel.	20	900-50-1250

Three-fourths of the Grade IV posts are filled by direct recruitment from among persons having seven years' experience either in a State Judicial Service, in a Superior post in the Legal Department of a State or of the Centre or, in the practice of law; one-fourth of the posts are filled by promotion from among Junior Law Officers, Superintendent (Legal) and Superintendent (Library & Research) serving in the Ministry, and Grade III posts are filled alternately by promotion of Grade IV Officers with 3 years' service and by direct recruitment from among persons having previous experience as required for direct

recruits to Grade IV but of 10 years' duration. Grade II posts are filled by promotion from Grade III. Grade I posts are filled by promotion from Grade II unless the Government decides to fill these posts by direct recruitment.

3. The Central Legal Service Association has urged before us that since the work of the members of the Central Legal Service is officer-oriented, it is more onerous than that of other officers holding comparable posts in the Secretariat. They have suggested the following revised scales :—

Grade IV	Rs. 1100-50-1300-60-1600 plus Spl. Pay of Rs. 200
Grade III	Rs. 1600-100-2000-125-2250 —do—
Grade II	Rs. 1800-100-2000-125-2250 —do—
Grade I	As for Joint Secretary —do—

Apart from the special pay claimed, the Association wants to preserve the existing parity as between the Under Secretary and Joint Secretary and Grades IV & I, respectively. However, they want Grade II to be modelled on the Senior Administrative Grade of the organised Central Class I Services. Though the scales proposed for Grade III (excluding Special Pay) were higher than the Junior Administrative Grade, during evidence the Association clarified that they would agree to have a scale similar to the one applicable to Assistant Commissioners of Income Tax. In his evidence before us, the Secretary of the Department made the point that the age limits for direct recruitment to Grade IV of the Service being 30-45 years, and 35-45 years for Grade III, persons of high calibre and requisite experience were not being attracted on the existing scales of pay. He suggested a scale, in existing terms, of Rs. 1300-1800 for Grade III and Rs. 1800-2000 for Grade II.

4. The special pay has been demanded by the Association on grounds similar to those for grant of non-practising allowance to doctors. Doctors have traditionally enjoyed the right of private practice and the non-practising allowance was granted as a compensation for withdrawal of that right. We do not favour payment of non-practising allowance to any other category of Government employees. Advisers work in the Department of Legal Affairs and counsels in the Legislative Department. At present while the scales of Grade I and Grade IV are identical with those for the Joint Secretary and Under Secretary, Grade III has the same minimum as, but a lower

maximum than the Deputy Secretary, and Grade II has the same maximum as but a lower minimum than, the Director in the Secretariat hierarchy. Members of the Central Legal Service mostly work in the Central Secretariat and it is more rational to compare their posts with those in the Secretariat hierarchy rather than with the executive field posts. We feel that in order to attract experienced persons from the legal profession and from the State Judicial Services identity in scales existing at Under Secretary and Joint Secretary level should be extended to include Deputy Secretary and Director levels also. We recommend accordingly.

Other Class I posts in the Ministry are discussed below.

Department of Legal Affairs

5. The pay scales and the distribution of posts are given in the table below :—

TABLE II

Designation	Number of posts	Existing Scale
		Rs.
Solicitor (at Delhi)	1	3000 fixed.
Government Advocate	1	2250 plus Rs. 200 S.P.
Solicitor (at Bombay and Calcutta)	5	2000 fixed.
Additional Government Advocate	1	1300-60-1600-100-1800
Deputy Govt. Advocate	1	1100-50-1400
Assistant Govt. Advocate	1	900-40-1100-50/2-1150
Junior Law Officer (Law Commission)	7	700-40-1100-50/2-1150

The Solicitor at the headquarters at Delhi is on the pay applicable to Additional Secretaries. This parity may continue. The Secretary of the Ministry pointed out great difficulty in obtaining the services of competent members of the Bar as Solicitors at Bombay and Calcutta—specially at Bombay—on the present salary. He mentioned that successful solicitors of the type Government would like to have in these posts, earned three to four times as much, and that the Maharashtra Government were actually paying their own Solicitor a salary higher than what the Central Government paid. The touchstone of comparison should rather be the salaries that are now attached to the higher and subordinate judiciary. In this view of the matter, we recommend that Solicitors at Bombay and Calcutta be on the scale of Rs. 2000-2500.

The Government Advocate, Additional Government Advocate, Deputy Government Advocate and Assistant Government Advocate look after litigation work and appear in courts on behalf of the Central and State Governments. The four posts constitute a series, the higher post being normally filled by promotion from the lower. The Assistant Government Advocate is directly recruited. There is provision for direct recruitment to the three higher grades

also if promotion is not possible. Since there is only one post in each of the four grades, promotion prospects depend largely on the age of the incumbents and cannot be considered bright. The Secretary informed us of his difficulties in getting suitable persons for these posts also and recommended a non-practising allowance for all the four posts. As already mentioned we are averse to the grant of such an allowance except where it is unavoidable for purely historical reasons. The Government Advocate is on a fixed pay of Rs. 2250 with a special pay of Rs. 200, which was given some time ago in recognition of the increase in the load of work. We recommend that the special pay may be merged with the grade pay and the Government Advocate should be placed on the scale of Rs. 2500-2750. A scale of Rs. 1500-2000 for the Additional Government Advocate, of Rs. 1300-1700 for the Deputy Government Advocate and of Rs. 1200-1600 for the Assistant Government Advocate, would be appropriate.

The post of Junior Law Officer is a feeder post for Grade IV of the Central Legal Service. The Association have demanded the Senior Class I scale which has been supported by the Secretary of the Ministry. Since Junior Law Officers are directly recruited from among experienced law graduates, we have felt that the present scale should be improved, and accordingly we recommend the revised scale of Rs. 1050-1600.

Legislative Department

6. Class I posts (other than those of the Central Legal Service) in this Department and in the Commissions for which it is responsible are given in the Table below :—

TABLE III

Designation	Existing Scale	No. of posts
	Rs.	
<i>Election Commission</i>		
(i) Deputy Election Commissioner.	2500-125/2-2750	2
(ii) Secretary, Election Commission.	1100-50-1300-60-1600-100-1800	3
(iii) Research Officer Election Commission.	700-40-1100-50/2-1250	1
<i>Official Language (Legislative) Commission</i>		
(iv) Secretary	1600-100-2000	1
(v) Additional Draftsman (Hindi)		2
(vi) Director (Administration & Coordination)	1300-60-1600	1
(vii) Deputy Draftsman (Hindi/Regional Languages).	1100-50-1300-60-1600	6
(viii) Assistant Draftsman	900-50-1250	15
(ix) Research Officer	700-40-1100-50/2-1150	3
<i>Journal Wing</i>		
(x) Editor	1100-50-1300-60-1600-100-1800.	2
(xi) Assistant Editor Publication-cum-sales Manager.	900-50-1250	8
		1
<i>Others</i>		
(xii) O.S.D. (Wakfs)	1100-50-1300-60-1600-100-1800	1

7. Posts which are now on the same scales as for Joint Secretary, Deputy Secretary and Under Secretary may be on the revised scales suggested by us for those posts. The posts of the Additional Draftsmen, Deputy Draftsmen and Assistant Draftsmen in the Official Language (Legislative) Commission are not in the Central Legal Service. There is direct recruitment at all the three levels, the prescribed qualifications and experience being more or less the same as those for direct recruitment to corresponding levels in the Central Legal Service, with however proficiency in Hindi or a regional language being an additional requirement. We recommend for the Assistant Draftsman, the Deputy Draftsman and Additional Draftsman the same scales as recommended for Grades IV, III, and II respectively, of the Central Legal Service. The Secretary of the Official Language (Legislative) Commission should be on the same scale as for Grade II of the Central Legal Service. The Director (Administration & Coordination) should be on the revised scale of Rs. 1500-1800. The Research Officers in this Commission may be brought on to the standard Class I senior scale on par with the Research Officer of the Election Commission.

8. *Class II and Class III Posts.*—The distribution of Class II and Class III posts in the Legal Affairs and Legislative Departments is given below:—

TABLE IV

Designation	Existing Scale	No. of posts
Rs.		
Class II		
1. Superintendent (Legal)	620-30-830	16
Junior Solicitor	—do—	3
Superintendent (Translation)	—do—	5
Superintendent (Printing)	—do—	3
2. Sub Editor (10)	350-25-500-30-590- EB-30-800-EB-30- 830-35-900	13
Assistant Manager (1)		
Superintendent (Library & Research) (1)		
Hindi Officer (1)		
Class III		
3. Translator	320-15-530	28
4. Assistant (Legal)	210-530	42
Assistant (Urdu)	—do—	1
Hindi Assistant (Election Commission)	—do—	1
Assistant (Printing)	—do—	6
Assistant (Admn./Tech.)	—do—	7
5. Sales Assistant	210-10-290-15-320- EB-15-425	2
Litigation Assistant (Bills & Costs)	—do—	5
Hindi Assistant (Election Commission)	—do—	1
6. Proof Reader	168-8-256-EB-8-280- 10-300	17
Proof Reader Hindi/English		
7. Rota Print Operator	130-5-160-8-200- EB-8-256	1
8. Copy Holder	110-3-131-4-155-EB- 4-175-5-180	19
Court Clerk	110-3-131-4-155-EB- 4-175-EB-5-180	57
Board Clerk	—do—	1

9. Superintendent (Legal) and Superintendent (Library and Research) who are in Class II, are eligible along with Junior Law Officers of the Law Commission who are in Class I, for promotion to Grade IV of the Central Legal Service. On this ground and on the strength of the qualifications prescribed for direct recruitment, the Superintendents (Legal) have asked for parity with the Junior Law Officers. The other Superintendents—Technical and Translation—who are not eligible for promotion to the Central Legal Service, have also asked for the same parity on the ground of qualifications. While Superintendents (Legal) assist the Legal Advisers and Legislative Counsels in their allotted area of work the Junior Law Officers of the Law Commission have to cover a relatively wider legal field. This difference would justify the continuance of the present distinction.

The scale of the Superintendents (Legal) has a higher start of Rs. 620 on the Class II scale. This advantage should continue since direct recruitment is from among experienced law graduates. The scale, however, ends at Rs. 830 instead of Rs. 900. We recommend a scale of Rs. 840-1200. The posts of Junior Solicitor, Superintendent (Technical), and Superintendent (Translation) should also be on this scale. The post of Superintendent (Library & Research) and other posts which are now on the scale of Rs. 350-900 may be on the scale of Rs. 650-1200. Of the two posts of Superintendent (Printing) one is directly recruited from among Diploma holders in printing and allied trades and the other is filled by transfer or deputation. We feel that the posts are comparable more with posts in the printing specialism rather than with the other Superintendents under the Ministry of Law. In the Government Presses Technical Officers who are required to have a Diploma in printing and allied trades are on the scale of Rs. 325-25-575 and Assistant Managers are on the scale of Rs. 350-800. We, therefore, recommend that the post of Superintendent (Printing) should be on the scale of Rs. 650-1200.

10. The Assistants (Legal) are recruited from among law graduates having three years' experience in the legal department of a State or four years' experience in the legal department of the Centre or from among those who are qualified legal practitioners. They are on the same scale as the Assistants of the Central Secretariat Service. The Association has contended that in view of the higher qualification requirements of the Assistant (Legal), the post should be on a higher scale of pay. Since the duties performed are broadly comparable, we are satisfied that there is no ground for a differentiation between the Assistant of the CSS and the Assistant (Legal). We recommend the same scale as for the CSS Assistant. Other posts of Assistant (Printing), (Urdu), (Administration Wing), (Technical Wing), etc. which are now on the scale of Rs. 210-530 should also be on this scale.

11. The Sales Assistants are recruited from among graduates with 2 years' experience and are

employed on sales work in the Law Journal Wing. The Litigation Assistants are recruited from among Matriculates having five years' relevant experience in a solicitor's firm or in the offices of the Calcutta High Court. A scale of Rs. 425-700 would be suitable. Court Clerks are on the scale of Lower Division Clerks, but are not included in the Central Secretariat Clerical Service. They may be on the revised scale of Lower Division Clerks. The Board Clerk should also be on the same scale.

The Income Tax Appellate Tribunal

12. The Income Tax Appellate Tribunal is a statutory body which hears appeals against the orders passed by Income Tax Officers and Assistant Commissioners of Income Tax in respect of assessments made under the Income Tax Act as also other Acts dealing with direct taxes, e.g. Estate Duty Act, Gift Tax Act, Wealth Tax Act, etc. and against the orders passed by Commissioners of Income Tax in revision. The President of the Tribunal is the administrative head. There are 30 benches of the Tribunal located at various places of the country. Each bench consists of one Judicial Member and one Accountant Member. Both are appointed by direct recruitment. For the Judicial Member the qualifications required are at least 10 years' experience in a civil judicial post, at least 10 years' as a practising Advocate or at least 3 years' in the Central Legal Service (not below Grade III). The qualifications required for the Accountant Member are 10 years' experience in the practice of accountancy as a Chartered Accountant or Registered Accountant or 3 years' experience as Assistant Commissioner of Income Tax. The President's post is filled by promotion normally from Judicial Members. The President receives a pay of Rs. 3000 while the Members are on the scale of Rs. 2000-100-2500. With effect from 1st June, 1972, three posts of Vice-Presidents have been created and three senior Members of the Tribunal have been appointed to this office on a pay of Rs. 2750 per month. The Secretariat of the Tribunal consists of one Registrar and 25 Assistant Registrars, who are assisted by Superintendents, Assistant Superintendents and other office staff.

13. The Members of the Tribunal have claimed that in the judicial hierarchy the Tribunal's position is next only to that of the High Court as its decisions on questions of fact are final and references can be made to the High Courts only on points of law. Taking the analogy of the Chief Justice of a High Court being on the same pay as the Judge of the Supreme Court, they have sought the equation of the President of the Tribunal with the judge of a High Court. Further, as the Tribunal decides appeals against the orders of Commissioners of Income Tax also, they have demanded that the Members should have a higher salary than the seniormost Commissioners of Income Tax who now draw pay in the scale of Rs. 1800-2250 with a special pay of Rs. 200. According to the Secretary of the Ministry the salaries of the Members of the Tribunal including the President could not be equated with those of the High Court Judges. He, however, pointed out that men

of talent in the subordinate judiciary or the legal profession were not being attracted to the posts of Judicial Member on the present scale of pay of Rs. 2000-2500; a similar difficulty was experienced in the recruitment of Accountant Members from the accountancy profession or from among Assistant Commissioners and Commissioners of Income Tax. He suggested the scale of Rs. 2500-125/2-2750 for the Members, Rs. 3000 for the Vice-President and Rs. 3250 for the President of the Tribunal. We recommend as follows:—

	Proposed Scale
	Rs.
President of the Tribunal	3250 Fixed.
Vice-Presidents	2750 Fixed.
Members	2500-2750

Registrar and Assistant Registrar

14. It has been argued that while the number of benches of the Income Tax Appellate Tribunal has steadily increased and reached a figure of thirty, the pay scale of the Registrar viz. Rs. 1100-50-1400, has remained unchanged for quite some time, though his responsibilities have increased. This argument is untenable inasmuch as the number of Assistant Registrars' posts has also increased, with the expansion in the number of benches and the Registrar's duties have been shared commensurately. Accordingly, we recommend for the Registrar the scale of Rs. 1300-1700.

There are 25 Assistant Registrars on the scale of Rs. 400-25-500-30-590—EB—30-800—EB—30-830-35-900. This is the standard Class II scale with two advance increments at the start. Eighty per cent of the Assistant Registrars are directly recruited from among law graduates with three year's experience. The Secretary of the Ministry favoured a scale of Rs. 700-1250 for these posts with a special pay of Rs. 200 for Assistant Registrars at Delhi, Calcutta, Bombay and Madras where there is stated to be a large number of benches. No recruitment difficulties have been reported; nor do we think that the duties performed call for a large increase in the existing level of remuneration. We think that the scale of Rs. 650-1200 would be suitable. On the question of special pay for Assistant Registrars in some places we are inclined to agree that since the 25 Assistant Registrars have only one post of Registrar as promotion avenue the more satisfactory course would be to place such posts as would carry special pay on a higher scale, designating them as Deputy Registrars. In that case, posts of Assistant Registrars for which a special pay of Rs. 200 has been proposed may be placed on the scale of Rs. 1050-1600.

III. Department of Company Affairs

15. The Department of Company Affairs is responsible for the work relating to the administration of the Companies Act, 1956, the Monopolies and Restrictive Trade Practices Act, 1969, the Chartered Accountants Act, 1949 and the Cost & Works Accountants Act, 1959. The Headquarters organisation of the Department includes, besides the usual Secretariat set-up, the Company Law Board of which the Secretary of the Department is the *ex-officio* Chairman and the Joint Secretaries *ex-officio* Members. Most of the powers and functions of the Central Government under the Companies Act are exercised through the Company Law Board. The field organisation consists of the Regional Directors at Bombay, Calcutta, Madras and Kanpur and the Registrars of Companies and Official Liquidators (attached to High Courts) in almost every State. The Regional Directors are expected to supervise the work of the Registrars of Companies and the Official Liquidators in their respective regions and maintain liaison with the State Governments in matters relating to the administration of the Companies Act. The Registrars of companies are primarily responsible for registering Companies and ensuring compliance with all the statutory requirements under the Act. The Official Liquidators are attached to the various High Courts and their main function is to conduct winding-up proceedings of Companies, in cases where these proceedings have been sanctioned by the High Courts.

16. The Company Law Board and the field organisations are manned by officers belonging to the Central Company Law Service (CCLS), which formally came into existence on 1st January, 1967. There are three branches in the Service *viz.* the General Branch, the Legal Branch and the Accounts Branch. While the posts in the Legal and Accounts Branches are tenable by members of the respective branches, posts in the General Branch are tenable by any member of the Service. The grade-wise strength of the Service is indicated in the following table:—

TABLE V

Grade	Designation	Existing Scale	Number of posts
		Rs.	
Grade I	Senior Solicitor/Legal Adviser/Official Liquidator Grade I.	1300-1600	6
	Joint Director (Inspection)/Senior Accounts Officer,	—do—	7
	Registrar of Companies Grade I.	—do—	4
Grade II	Solicitor/Deputy Official Liquidator.	1100-1400	4
	Deputy Director (Inspection)/Accounts Officer.	—do—	11
	Registrar of Companies Grade II	1100-1400	2
Grade III	Official Liquidator Grade II/Company Prosecutor Grade I.	700-1250	5

Grade	Designation	Existing Scale	Number of post
		Rs.	
	Inspecting Officer (Accounts)/Company Accountant.	700-1250	12
	Registrar of Companies Grade III/Additional Registrar.	—do—	5
Grade IV	Official Liquidator	400-950	10
	Assistant Inspecting Officer (Accounts)	—do—	8
	Registrar of Companies Grade IV/Assistant Registrar.	—do—	19
TOTAL :			93

17. Grade IV posts are filled by direct recruitment through the UPSC and by promotion from Senior Technical Assistants (Rs. 325-575) and Company Prosecutors Gr. II (Rs. 350-575) serving in the Department. The proportion of direct recruitment and promotion is 5:3. The prescribed qualifications for direct recruitment are Chartered Accountancy or Cost and Works Accountancy for the Accounts Branch and Attorney of Bombay/Calcutta High Court, or degree in Law with 3 years' experience as an Attorney/Legal Practitioner for posts in the Legal Branch. While 25% of the vacancies in Grade III are filled by direct recruitment and 75% by promotion, the vacancies in Grades II and I are filled by direct recruitment and by promotion in equal proportion. The basic educational qualification for direct recruitment to these grades is the same as for Grade IV except that experience of 5, 8 and 10 years is required in respect of Accounts posts and 7, 10 and 12 years in respect of legal posts in the three grades III, II and I respectively. The promotion quota in the three grades is filled by persons who have completed 5, 6 and 3 years respectively in the next lower grades.

18. The Central Company Law Service Association has urged that the posts of Regional Directors (Rs. 1600-2000) which are at present outside the Central Company Law Service should be included in the service on the ground that the highest salary an officer of the service can receive at present is only Rs. 1600. We understand that the question of inclusion of these posts in the Service is under consideration of the Government in consultation with the UPSC. We also would recommend that the posts of Regional Directors be included in the Central Company Law Service.

19. The Association has complained that the pay scales of the various grades in the service are very much inferior to those in the Central Legal Service even for persons with identical qualifications and experience. We have always taken the view that in

fixing remuneration for different posts entry qualification cannot be the sole criterion. The nature of work performed by members of these two services is somewhat different in that the duties and responsibilities of the officers of the Legal Branch of the Central Company Law Service are neither so wide ranging nor so varied as those of the members of the Central Legal Service. We, therefore, feel that their claim for parity with the Central Legal Service cannot be upheld.

20. Grade IV and Grade III of the Central Company Law Service correspond to the junior scale and senior scale respectively of the Central Class I Services and the scales recommended by us in respect of Central Services Class I would be appropriate for the Central Company Law Service also. For Grade II we recommend the scale of Rs. 1300-1700 while for Grade I we think the scale of Rs. 1500-2000 would be appropriate. There remains for consideration the scale of Rs. 1600-2000 applicable to Regional Directors. These posts should be encadred in the Service and we suggest for them the scale of Rs. 2000-2250.

21. We now consider posts in the Department which are not covered by the Company Law Service and which call for separate consideration.

Public Trustee—

22. This post carries a pay of Rs. 3000 (fixed) equivalent to that of an Additional Secretary to the Government of India. We recommend that the existing parity with Additional Secretary to Government may continue.

23. The following posts are excluded from the Company Law Service till the retirement of the existing incumbents who have been allowed to retain the scales of pay shown below as 'personal' to them:

Designation	Existing Scale	No. of posts
	Rs.	
Official Liquidator	1300-1800	1
Assistant Liquidator	850-50-1000	1
Assistant Registrar of Companies	400-25-500-30-800	1

We do not consider it necessary to prescribe separate substitute scales for the above posts.

24. For the following special posts which exist in the Secretariat of the Department and in the Regional Offices we recommend revised scales as shown below.

TABLE VI

Designation	Existing Scale	No. of posts	Proposed Scale	Method of recruitment and qualification
	Rs.		Rs.	
Assistant Editor	350-800	1	650-1200	Direct recruitment through Union Public Service Commission. Degree in Economics/Commerce and two years experience.
Company Prosecutor Grade II	350-25-575	9	550-900	50% direct recruitment from Law Graduates and 50% promotion from Company Prosecutor Grade III.
Senior Legal Assistant	-do-	1	-do-	75% direct recruitment from Law Graduates and 25% promotion from Junior Legal Assistants.
Company Prosecutor Grade III	210-425	19	425-700	75% direct recruitment from Law Graduates and 25% promotion from UDCs.
Inspector	350-20-450-25-475.	2	550-750	Promotion from Superintendent Grade II.
Superintendent Grade I	-do-	3	-do-	Promotion from Superintendent Grade II with 3 years service in the grade.
Senior Technical Assistant	325-15-475-EB-20-575	40	550-900	50% direct recruitment from Chartered Accountant/M.Com. Second Class or B. Com. Second Class with Law Degree and 50% promotion from Jr. Technical Assistant.
Superintendent-cum-Accountant	325-15-475-EB-20-575.	4	550-900	Recruitment rules not finalised.
Junior Legal Assistant	210-425	6	425-700	75% direct recruitment from Law Graduates and 25% promotion from UDCs.
Junior Technical Assistants	-do-	105	-do-	50% direct recruitment from Chartered Accountants or M.Com. with advanced accountancy and 50% promotion from UDCs with 3 years' service by departmental test.
Junior Technical Assistant (Cost)	-do-	1	-do-	-do-
Inspector (Enquiry)	-do-	3	-do-	By promotion of UDCs.
Superintendent Grade II	210-380	23	-do-	By promotion from UDCs.

Monopolies and Restrictive Trade Practices Commission

25. This Commission has been constituted under the Monopolies and Restrictive Trade Practices Act, 1969. Its main function is to render advice to the Central Government in regard to cases of substantial expansion of existing undertakings or setting-up of

new units in the private sector or merger, amalgamation, takeover etc. of private undertakings which attract the provisions of Sections 21 to 23 of the Act and which may be referred to it by the Central Government. Apart from the usual Secretariat type of posts, there are the following special posts in this Organisation :—

TABLE VII

Designation	Existing Scale	Number of posts
	Rs.	
Chairman	3500 (fixed)	1
Members	3000 (fixed)	2
Director (Investigation)	1600-2000	1
Joint Registrar	1300-60-1600-100-1800	1
Administrative Officer	900-50-1250	1

26. The existing pay of the posts of the Chairman and Members of the Commission should continue. For the post of Director (Investigation) which is tenable by IAS Officers or Class I officers of not less than 12 years' service, the scale of Rs. 2000-2250 would be appropriate. Similarly for the post of Joint Registrar on the scale of Rs. 1300-1800 which

is also filled by officers of IAS or Central Service Officers possessing legal qualifications, we recommend the scale of Rs. 1500-2000. The post of Administrative Officer is on the standard scale applicable to Under Secretary in the Central Secretariat. We recommend for this post the scale of Rs. 1200-1600.



MINISTRY OF PLANNING

I. General

The Ministry of Planning, set up in 1971, has been entrusted with the same functions as those assigned to the Planning Commission. The Planning Commission continues to retain its old character and no separate secretariat has been provided for the new Ministry. In February, 1973, the Department of Statistics was transferred from the Cabinet Secretariat to the Ministry of Planning, as a department within the Ministry. This Department has two attached offices—the Central Statistical Organisation and the Computer Centre—and a subordinate office viz., the National Sample Survey.

2. Besides the house-keeping branches like administration and general coordination, the secretariat of the Planning Commission is composed of a number of divisions which can be grouped into two categories, viz., functional and subject-matter divisions. The former type of divisions deal with specialised aspects like perspective planning, statistics and survey, economic policy and financial resources and plan coordination and the latter with specific subjects like agriculture, irrigation and power, industry and minerals, transport and communications, education, health, social welfare etc. In both these types of divisions, the staff employed is predominantly technical having specialised knowledge of the relevant subjects.

3. The functions of the Department of Statistics are to give advice and issue general directions to the Central Ministries and Departments and the State Governments on the norms and methods of collecting statistical data.

4. The number of posts in different classes as on 1-1-1971 and the number of pay scales on which they were borne are as follows:

TABLE

	No. of posts	No. of pay scales
Class I	528	17
Class II	618	13
Class III	2,870	21
Class IV	677	3
	4,693	54

Most of the above posts are manned by staff qualified in economics or statistics and quite a few of these are borne on the cadres of the Indian Economic

Service and the Indian Statistical Service. We have covered all these posts in Chapter 17.

II. Class I Posts

5. There are in all 12 posts of Advisers in the Planning Commission on different scales of pay, of which 4 posts of Advisers (Programme Administration) are of the status of Additional Secretary to the Government of India. The remaining posts have been given different pay scales from time to time depending upon the qualifications and status of the incumbents. These posts are generally filled by the induction of experts in different fields sometimes under contract. The requirements of the Planning Commission are somewhat a typical and it might be appropriate to provide for flexibility for these posts. We recommend that the posts of Adviser, including that of Economic Adviser, should be allowed an appropriate scale of pay within the range of Rs. 2250 to Rs. 3500 per month depending upon the job requirements and the qualifications, experience and standing of the person inducted as Adviser in the Planning Commission. This is also the approach recently recommended by the Internal Reorganisation Committee of the Planning Commission.

6. The 17 posts of Chiefs of Divisions in the Planning Commission, on the scale of Rs. 1600-100-2000, are filled in a number of ways. Besides members of the organised Services of the requisite seniority, there is also provision for inducting persons from State Governments and outside bodies like research institutions, universities or public undertakings. The Chiefs have to guide and coordinate the work of a number of officers including Directors in Grade I of the Indian Economic Service and the Indian Statistical Service. We suggest that the posts of Chiefs of Divisions should be given the scale of Rs. 2000-2250. We make the same recommendation for the posts of Senior Specialists and Consultants which are also on the scale of Rs. 1600-100-2000.

7. There are two posts of Joint Director in the Computer Centre on the scale of Rs. 1100-50-1400. We recommend the scale of Rs. 1500-1800 for these posts.

8. There are certain non-Secretariat posts which are borne on the standard pay sales of Rs. 900-50-1250, Rs. 700-1250 and Rs. 400-950. We suggest the same scales of pay for these posts as recommended elsewhere. Besides, there are two posts which are

borne on segments of the standard scale of Rs. 700-1250, viz., Welfare Officer (scale Rs. 700-40-1100-50/2-1150) and Assistant Secretary, Metropolitan Transport Team (scale Rs. 700-40-1100). We feel that there is no sufficient ground for carrying on with these odd segments of a standard pay scale and recommend that these posts should be given the pay scale of Rs. 1050-1600. For the post of Technical Officer (Graph) in the Department of Statistics which is on the scale of Rs. 400-950, we recommend the scale of Rs. 700-1300.

III. Class II and Class III Posts

9. There are a few class II posts which are borne on standard scales of pay, viz., Rs. 350-900, Rs. 325-575. These posts can be fitted in the corresponding scales recommended by us. The posts, which are on non-standard scales, are discussed below.

10. There are two posts of Assistant Information Officer in the Planning Commission in the scale of Rs. 350-800, the scale prescribed for Grade III of the Central Information Service. We recommend the same scale for these posts as suggested for Grade III of the Central Information Service.

11. There is one post of Graphical Officer (scale Rs. 400-800) in the Department of Statistics. We recommend for this post the standard Class II scale viz., Rs. 650-1200.

12. There are two posts of Information Assistant in the Planning Commission on the scale of Rs. 370-20-450-25-575. In the Ministry of Information and Broadcasting the posts of Information Assistant are on the scale of Rs. 270-10-290-15-410-EB-15-485 (Grade IV of the Central Information Service). The qualifications prescribed for these posts in the Planning Commission are higher—being a Degree with two years' journalistic experience or a post-graduate Degree, as compared to a Degree in the case of posts in the Ministry of Information & Broadcasting. We recommend for this post the scale of Rs. 550-900.

13. The post of Administrative Superintendent is on the odd scale of Rs. 350-25-575 and has come to the Planning Commission with the merger of the Committee on Plan Projects into the Commission's Secretariat. We recommend for this post the scale of Rs. 550-900.

14. There is one post of Binder-cum-Attendant on the scale of Rs. 100-3-130. We recommend for this post the scale of Rs. 225-308.



MINISTRY OF RAILWAYS

I. Introductory

1. The responsibility for the administration and management of the Indian Railways rests with the Railway Board. The Railway Board functions as the top executive body for the administration, technical supervision and direction of the Railways. It is at the same time a Ministry of the Government of India, responsible for the formulation of policies and for the future planning of the development, construction, maintenance and operation of the Railways. The Board at present consists of the Chairman, the Financial Commissioner and three other Members all of whom are *ex-officio* Secretaries to the Government in the Ministry of Railways, the Chairman being the Principal Secretary. The distribution of the work in the Board is on a functional basis. The Railway Board is assisted in its work by Additional Members, one each for Civil Engineering, Mechanical Engineering, Electrical Engineering, Commercial, Finance and Staff. The Additional Members also enjoy the *ex-officio* status of Additional Secretaries to the Government of India.

2. The Board's establishment is organised into a number of functional directorates each under a Director who is assisted by Joint Directors, Deputy Directors and Assistant Directors. These posts are filled from the various Railway Services. The office staff for the Railway Board are provided by the Railway Board Secretariat, Clerical and Stenographers' Services organised on the lines of the corresponding Central Secretariat Services. The Members of the Railway Board Secretariat Service are also eligible for promotion as Assistant Director/Under Secretary and Deputy Director/Deputy Secretary/Joint Director.

3. The Research, Designs and Standards Organisation (RDSO) at Lucknow, which is an attached office of the Railway Board, is headed by a Director-General who is of the rank of General Managers (Railways).

4. For administrative purposes, the Indian Railways are divided into nine zonal systems. Each zonal railway is headed by a General Manager who is responsible to the Railway Board for the operation, maintenance and financial position of the Railways. The General Managers are assisted by functional heads of departments at the headquarters. In the field, all the nine zonal railways, namely, the Central, Eastern, Northern, North-Eastern, North-East Frontier, Southern, South Central, South-Eastern and Western Railways are organised on a divisional pattern under which adequate authority is delegated to the Divisional Superintendents for effective admini-

nistration and inter-departmental coordination at the divisional level.

5. Besides the nine zonal railway administrations referred to above, there are three Production Units *viz.* the Chittaranjan Locomotive Works, Chittaranjan, the Integral Coach Factory, Madras and the Diesel Locomotive Works, Varanasi, each under a General Manager. There is also a General Manager in charge of the Metropolitan Transport Project (Railways), Calcutta.

6. The total number of employees under the Ministry of Railways is 13,98,675. The break-up is as follows :—

	Numbers
Class I	3,708
Class II	3,835
Class III	5,91,340
Class IV	7,99,739
Unclassified	53
TOTAL :	13,98,675

7. We now proceed to examine the scales of pay in the Railway Board, the Research, Designs and Standards Organisation and other miscellaneous organisations coming directly under the Railway Board.

II. The Railway Board

8. We recommend no change in the emoluments of Members and Additional Members of the Railway Board who should continue to draw the same salaries as Secretaries and Additional Secretaries to the Government of India respectively. It was suggested to us that the Chairman, Railway Board, in view of his status and his authority to over-rule the other Members of the Board should be granted higher pay than the other Members of the Board. We find it difficult to recommend a departure from the present practice in this regard, as the Chairman and the other Members are all functioning under the authority of the Railway Minister and the Council of Ministers. To this extent the position is similar to that in other Ministries. Like the Chairman, Railway Board there are other instances of *primus inter pares* e.g., Cabinet Secretary, Principal Secretary to the Prime Minister and now Principal Defence Secretary, where the position has not been rewarded by higher pay.

9. There is a post of Director-General (Vigilance) for which recruitment rules have not been finalised and the pay scales of previous incumbents were fixed on *ad hoc* or personal grounds as Rs. 3500-4000 and Rs. 3250. We suggest this post may be in the same grade as that of Additional Member, Railway Board.

10. The number of posts and scales of pay of Directors, Joint Directors, Deputy Directors and Assistant Directors held by officers of the Railway Services are as follows :—

TABLE I

Designation	Scale of pay Rs.	Number
Secretary . . .	2500-2750	1
Directors . . .	2500-2750	8
Directors . . .	2000-100-2500+Special pay of Rs. 250 subject to a maximum of Rs. 2500.	8
Directors . . .	1800-100-2000-125-2250+ Special pay of Rs. 250.	4
Additional Directors	1800-100-2000+Special pay of Rs. 250.	2
Joint Directors . . .	1600-1800+Special pay of Rs. 200.	17
Joint Directors	1300-1600+Special pay of Rs. 200.	24
Deputy Directors	700-1250+Special pay of Rs. 200.	53
Assistant Directors	Grade pay in senior scale/ junior scale/Class II+Spe- cial pay of Rs. 150.	6
TOTAL :		123

11. It would be seen that 8 posts of Directors, Railway Board are of the rank of Joint Secretary. The remaining 12 posts are on two scales of pay, depending on whether the officers are drawn from the 'major' or the 'minor' departments of the Zonal Railways. The Study Team of the Administrative Reforms Commission on Railways recommended that all Directors in the Railway Board should be placed in the same grade to avoid irksome anomalies. This view was endorsed by the Administrative Reforms Commission. We are also in agreement with this suggestion. We accordingly recommend that all posts of Directors should be given the Joint Secretaries' grade without any special pay attached to them.

12. Below the Directors' level there are posts of Additional Director (Rs. 1800-2000) +Special pay of Rs. 250 and posts of Joint Director and Deputy Director which carry pay in the Inter Administrative or Junior Administrative Grade and Senior Scale respectively plus special pay of Rs. 200 per month.

The Railway Class I Officers Federation has represented that the posts of Joint Director/ Deputy Director/ Assistant Director are analogous to the posts of Director/Deputy Secretary and Under Secretary respectively in the Ministries of Central Government and that they should be allowed special pay as admissible to comparable officers posted to the Secretariat irrespective of whether *ex-officio* status of Under Secretary and Deputy Secretary/Director is conferred on the Railway Board Officers or not. They have also pointed out that since the Railway Board is functioning as a Ministry of the Government of India, it would be reasonable to treat the posting to the Railway Board on the same footing as posting to the other Ministries. For the Additional Directors we recommend the revised scale of Rs 2000-2250. For the Joint Directors we recommend the scales of Rs. 1500-1800/1800-2000 or a combined scale of Rs. 1500-2000, as may be decided by the Administration. The posts of Deputy Directors and Assistant Directors may be given the revised scales of Rs. 1050/1100-1600, Rs. 700-1300/650-1200 respectively, corresponding to their existing scales.

13. The Railway Board Secretariat, Clerical and Stenographers Services are modelled on the lines of the corresponding Central Secretariat Services. Members of the Railway Board Secretariat Service are also eligible for promotion as Assistant Director/Under Secretary and Deputy Director/Deputy Secretary/Joint Director. The table below shows the strength, scales of pay, designations, etc. of these Services :—

TABLE II

Designation	Pay Scale	Number
<i>Railway Board Secretariat Service :</i>		
Deputy Secretary/ Joint Director	Rs. 1100-1800	7
Deputy Director . . .	900-1250+Special pay of Rs. 200	7
Under Secretary/Assistant Director	900-1250	18
Section Officer . . .	350-900	121
Assistant . . .	210-530	462
<i>Railway Board Clerical Service :</i>		
Upper Division Clerks . . .	130-280	166
Lower Division Clerks . . .	110-180	312
<i>Railway Board Stenographers Service :</i>		
Private Secretary (Selection Grade) . . .	350(500)-900	14
Senior Personal Assistant (Grade I) . . .	350(400)-770	10
Personal Assistant . . .	210-530	195
Stenographer . . .	130-280	116
TOTAL :		1428

14. The pay scales, methods of recruitment and duties of these Services are identical with those of the corresponding Central Secretariat Services, the only difference being that in the Railway Board Secretariat Service Rules, 1969, there is provision for recruitment of Assistants from the Zonal Railways against 25% of the substantive vacancies. We understand that this quota has not been operated for more than a decade on the ground that the Central Secretariat Service Rules do not provide for recruitment of Assistants from Subordinate Offices of the Ministries participating in the Central Secretariat Service. The Railway Board has informed us that the recruitment of Assistants from the staff of the Zonal Railways has been temporarily suspended and not permanently given up. As regards the Clerical Service, the reserved quota for promotion from the Zonal Railways has been withdrawn partly on the ground that similar reservation does not exist in the Central Secretariat Clerical Service and partly on the ground that the appointment of staff from the Zonal Railways to the Railway Board clerical posts presented administrative difficulties in that the Clerks so drafted claimed benefits under the next below rule whenever their turn for promotion as UDCs or to any other grade came in their parent offices. In the Stenographer's Service also, the 20% reserved quota for recruitment from the Zonal Railways is reported to have been withdrawn from November, 1961 and in lieu the Stenographers on the Zonal Railways with 3 years' continuous service have been allowed to compete for the Stenographers Examination for appointment in the Railway Board/Central Secretariat Stenographers Service with the benefit of age concession up to 35 years. It has been explained by the Railway Board that this concession would be more favourable to the Stenographers of the Zonal Railways than the 20% quota earmarked for them. In our opinion, the recruitment of Zonal Railway staff to fill a proportion of vacancies in these Railway Board Services is an intrinsically sound arrangement which should be retained since some background and experience of the Zonal Railways would be useful in the Railway Board's Office as well.

15. While we have already dealt with the scales of pay of these Services in Chapter 9, we wish to discuss here a few related demands made by the Associations of these Services in the Railway Board. It has been represented that the prospects of promotion in the Railway Board do not compare favourably with those in the Central Secretariat Service. In support, it has been pointed out that in the Central Secretariat Service, for 1600 posts of Section Officers 396 posts of Under Secretaries and 82 posts of Deputy Secretaries are available for promotion as against 32 higher grade posts for 121 posts of Section Officers in the Railway Board. We do not think that the disparity in career prospects is so marked as to call for any remedial action. Further we do not agree that complete parity of career prospects should or could be ensured between the Railway Board and Central Secretariat Services. Another demand of the Railway Board Secretariat Service Association is

that the posts of Deputy Directors, Joint Directors and above in the Establishment, Finance and Traffic (Commercial) Directorates which, according to the Association, are of a non-technical nature should be exclusively reserved for them and should not be filled by officers of the Class I organised Services. We find it difficult to suggest exclusive reservation of certain broad categories of posts for Secretariat Service officers because knowledge and experience of field conditions is essential for manning most posts in the higher echelons of the Railways Board and Secretariat Officers without the benefit of field experience may find it difficult to cope with the problems which arise in the field and to suggest practical solutions as the Board is often called upon to do. Of course, where field experience is not an essential pre-requisite, Secretariat Service officers may be given opportunities to hold these posts.

16. A peculiar feature of the existing cadre structure of the Railway Board Secretariat Service is that while the posts of Assistant Directors are equated to the Under Secretary and those of Joint Directors to the Deputy Secretary, the posts of Deputy Directors are treated as intermediate between the two grades and carry a special pay of Rs. 200. There is nothing corresponding to this arrangement in the Central Secretariat Service. This has given rise to the demand that the posts of Deputy Directors reserved for the Railway Board, Secretariat Service should be upgraded to Deputy Secretary. We think that a neater solution would be to redesignate the posts of Assistant Director/Under Secretary (Rs. 900-1250) as Deputy Director and upgrade such of the posts of Deputy Directors (Rs. 900-1250 plus special pay of Rs. 200) to the grade of Deputy Secretary/Joint Director as would be justified on the basis of duties and responsibilities. The remaining posts of Deputy Director should be continued in that grade without the element of special pay. We also recommend that the method of fixation of pay on promotion from Under Secretary to Deputy Secretary prescribed for the Central Secretariat Service (*vide* Chapter 8) should be adopted on promotion of Deputy Directors as Deputy Secretary/Joint Directors in the Railway Board Secretariat Service also. This arrangement would bring the cadre structure of the Railway Board Secretariat Service in line with that of the Central Secretariat Service.

Miscellaneous Posts in the Railway Board

17. There are a number of miscellaneous posts in various categories which are discussed below. There is one post each of Economic Adviser (Rs. 1800-2250), and Deputy Economic Adviser (Rs. 1300-1600) and Assistant Economic Adviser (Rs. 1100-1400). The post of Economic Adviser is filled by deputation of Grade I officer of the IES/ISS* with 5 years' service in that grade. This post may be allotted the scale of Rs. 2500-2750. The posts of Deputy Economic Adviser and Assistant Economic Adviser can be held either by officers of the IES/ISS or Railway officers in appropriate grades. When the posts are held by

*IES—Indian Economic Service.
ISS—Indian Statistical Service.

IES/ISS officers they could draw pay as applicable to Grade I and Grade II of the respective service. If, however, the posts are held by Railway Officers they may draw pay in the revised scales corresponding to the existing scales of pay.

18. Certain other miscellaneous posts together with their existing scales and proposed scales are indicated below:—

TABLE III

Designation	Numbers	Existing Scale	Proposed Scale
		Rs.	Rs.
Assistant Editor (English)	1	350-900	650-1200
Assistant Development Officer	3		
Officer-on-Special Duty	2		
Welfare Officer	1		
Publicity Officer Family Planning	2		
Health Education Officer	1		
Analyst	1		
Estate Supervisor	1	370-575	550-900
Junior Field Officer	4	370-475	550-750
Information Assistant	1	270-485	470-750
Anti-Fraud Inspector	1	250-380	425-640
Inspector (Card Indexing)	1	205-280	330-560

19. *Research, Designs and Standards Organisation (RDSO).*—The RDSO which is an attached office of the Railway Board functions as the internal consultant and technical adviser to the Ministry of Railways in the solution of technical problems which may arise from time to time and in the modernisation of railway operations. It also helps to design and standardise the equipment required for the use of the Railways with a view to achieving a high standard of efficiency and safety. It also undertakes research and investigation, particularly with a view to import substitution and for the development of indigenous industrial capacity for railway purposes.

20. The RDSO is headed by a Director General who is of the rank of General Manager of a Zonal Railway. We recommend that the present equation should continue. The Class I posts in the RDSO are filled mostly by drawing officers from the various Railway Services on tenure basis. Special Pay is attached to the posts of Directors, Joint Directors, Deputy Directors and Assistant Directors, in the same way as in the Railway Board. A few posts of Assistant Directors and Deputy Directors are held by officers belonging to the RDSO. Our recommendations in regard to the corresponding posts in the Railway Board would be applicable to the posts in the RDSO as well.

21. *Class II Officers in the RDSO.*—The principal grievance of the Class II officers of RDSO is that since 1967 their avenue of promotion to Class I posts on the Zonal Railways which they shared with the Class II officers of the Railways has been blocked and instead their promotion has been confined to 20% of the posts of Assistant Directors (Rs. 700-1250). According to the Railway Board the revised procedure has been introduced in the interest of the RDSO Officers themselves as it was found that the promotion of RDSO Officers to Class I vacancies on the Zonal Railways did not take place within a reasonable period of time. The RDSO Class II officers Association, however, thinks otherwise and would apparently favour reversion to the earlier arrangement. The revised procedure was introduced only in 1967 and the first selection has been held only in 1969; as such, it is somewhat premature to draw any valid conclusions. If after a further period of trial the RDSO Class II officers are still not satisfied, we would suggest that the Railway Board should review the position.

22. The RDSO Officers are also aggrieved over the fact that the possession of an Engineering degree and 5 years service in Class II have been made a condition for promotion of RDSO Class II Officers as Assistant Director. On the other hand, in the case of Zonal Railway Class II Officers (who can also be deputed to hold the post of Assistant Director) the possession of an Engineering Degree has not been insisted upon. The Railway Board has explained that the minimum educational qualification of an engineering degree in the case of RDSO Officers is considered necessary in order to maintain a high standard of technical proficiency, but in the case of Railway Class II officers this condition has been waived as such officers, acquire adequate practical and theoretical knowledge while discharging their duties in the Zonal Railways. We are of the view that if an engineering degree is considered essential, then there should be no exception, and this qualification should be insisted upon whether the Class II officer under consideration comes from the RDSO or the Zonal Railways.

23. The Class III posts comprise categories corresponding to those in the Zonal Railways such as Inspectors, Design Assistants, Technical Assistants Research Assistants, Draftsmen, Chargemen and Foremen. Generally, these posts are filled either by transfer from the Zonal Railways or by promotion and failing both by direct recruitment. However, 50% of the posts of Chief Research Assistants, (Mechanical, Electronics, Chemical and Metallurgy) (Rs. 450-575) are filled by direct recruitment from Science post-graduates with 2 years experience or Engineering degree-holders in the concerned discipline with 4 years experience. The remaining posts are filled by promotion from Senior Research Assistants (Rs. 325-575). The posts of Chief Research Assistants (Civil and Documentation) in the scale of Rs. 450-575 are filled entirely by promotion from Senior Research Assistants in the grade of Rs. 325-575. It is somewhat odd that promotions are made from the grade of Rs. 325-575

to Rs. 450-575. Considering the qualifications and method of recruitment we recommend for the Chief Research Assistants the scale of Rs. 650-960. The other posts should be given the appropriate substitute scales recommended by us for comparable posts in the Zonal Railways.

24. *Railway Liaison Office, New Delhi (RLO).*—The function of the RLO, an attached office of the Railway Board, is to maintain liaison with the Directorate General, Supplies and Disposals (DGS&D), in regard to supply of stores for the use of Railways. The post is in the grade of Rs. 1300-1600 and is filled by an officer of the Indian Railway Stores Service. We recommend for this post the scale of Rs. 1500-1800.

25. The following miscellaneous organisations function directly under the Railway Board :—

- (i) Railway Service Commission.
- (ii) Railway Rates Tribunal.
- (iii) Railway Staff College, Baroda.
- (iv) Office of the Chief Mining Adviser Railways.

These are dealt with below :

26. *Railway Service Commission.*—The four Railway Service Commissions located at Allahabad, Bombay, Calcutta and Madras select candidates for filling the vacancies in Class III posts on the various Zonal Railways. The strength and scales of pay of the Service Commissions are as follows :—

TABLE IV

Designation	Scale of pay	Number
	Rs.	
Chairman.	For direct recruits—Rs. 1800 For deputationists—scale applicable + Rs. 300 Special Pay.	4
Member-Secretary.	For deputationists from Railway Services—Rs. 1600-1800. For Railway Board Secretariat Officers—Rs. 1100-1800.	4
Assistant-Secretary.	Rs. 350-900	

27. The post of Chairman is generally filled from among retired government servants or public men of repute. Occasionally, serving officers of Central/State Governments are also drawn on deputation. We feel that the existing pay of the Chairman is rather inadequate considering his status and responsibilities and suggest that it may be revised to Rs. 2000-2250. The posts of the Member-Secretary and Assistant Secretary (Rs. 350-900) may be allotted the scale of Rs. 1800-2000/1500-2000 and Rs. 650-1200 respectively.

28. *Railway Rates Tribunal, Madras.*—The Railway Rates Tribunal which is located at Madras consists of a Chairman and two Members. The Chairman is usually appointed from among retired judges of the High Courts or the Supreme Court. Of the two Members one is generally a retired or serving Railway Officer possessing expertise in rates matters and the other is recruited from amongst academic persons specialising in transport economics. The pay of the Chairman is Rs. 3000 (fixed) while that of the Members is Rs. 2250 (fixed). We recommend no change in the pay of the Chairman but we think that the scale of pay of Members needs improvement to Rs. 2500.

29. *Railway Staff College, Baroda.*—The Railway Staff College, Baroda imparts training to probationary officers and conducts refresher courses for the regular officers belonging to the various railway services. The college is headed by a Principal who is in the same grade as head of a major department of the Railways (Rs. 2000-2500). The Vice-Principal is in the grade of Rs. 1600-1800 while the Professors are in the grade of Rs. 1300-1600. The remaining posts are in senior scale and Class II. Keeping in view our proposal that Heads of departments in the Central Class I Services should be on two scales viz. Rs. 2250-2500 and Rs. 2500-2750 and keeping in view also the importance of the responsibilities of the Principal, Railway Staff College, Baroda, we recommend for him the grade of Rs. 2500-2750. In regard to the other posts, we consider that the existing scales are adequate and the posts may be allotted the appropriate substitute scale of pay as recommended for similar posts in the Railways.

30. As for Class III posts the existing and proposed scales of pay are indicated below :—

TABLE V

Designation	Number	Existing Scale	Proposed Scale
		Rs.	Rs.
Hostel Superintendent	1	450-575	700-900
Campus Superintendent	1	335-425	550-750
Welfare Instructor	1		
Confidential Assistant	12	210-425	425-700
Projectionist	1	175-280	380-560
Assistant Projectionist	1	130-212	330-480

31. The other two training institutes on the Indian Railways are : The Indian Railways Institute of Advanced Track Technology, Pune and the Indian Railways Institute of Signal and Telecommunication

Engineering, Secunderabad. The senior posts in these two institutes and their pay scales are as follows :

Principal	Rs. 1600-1800
Vice-Principal.	Rs. 1300-1600
Senior Lecturer	Rs. 700-1250
Lecturer/Junior Lecturer	Rs. 400-950/350-900

These posts may be given the normal replacement scales.

32. We observe that the senior posts in these teaching institutions are filled by drawing officers from the organised Railway services on tenure deputation. The Instructors in the Railway Staff College, Baroda as well as in the two institutes referred to above are entitled to a special pay of Rs. 150 per month if they are senior scale officers and Rs. 100 per month if they are junior scale/class II officers. While this should continue, we also recommend that Professors in the Staff College, Baroda should be given a special pay of Rs. 200 per month. No special pay need be granted for the posts of Principal/Vice-Principal or other posts which are of an administrative nature.

33. The following Class III posts may be given the revised scale of pay shown against each :—

TABLE VI

Designation	Number	Existing Scale	Proposed Scale
		Rs.	Rs.
Mechanic (Projector)	1	200-320	425-600
Hostel Warden	1	205-280	(i) 425-600 (if promoted from UDC). otherwise (ii) 380-560

34. There are four Metropolitan Transport Projects at Bombay, Calcutta, Delhi and Madras set up for the purpose of surveying and constructing rapid mass transit systems in the four Metropolitan cities. Three of the projects are headed by a Chief Administrative Officer (Rs. 2500-2750) and the one at Calcutta is headed by a General Manager. As these posts are held by Senior Engineers with Chief Engineers working under them some of whom may henceforth be in the scale of Rs. 2500-2750 under the proposed two-tier system, we consider that a consequential improvement of the scale of Chief Administrative Officers is necessary. We accordingly recommend the pay of Rs. 3000 (fixed) for these posts. The remaining posts are on the standard scales of pay applicable to the railways, and may therefore be dealt with on the lines of our recommendations regarding similar posts in the Railways.

35. Organisation of the Chief Mining Adviser Railways.—The number of posts in the gazetted cadre, their designations, scales of pay and recruitment qualifications are given below :—

TABLE VII

Designation	Scale of Pay Rs.	Number	Recruitment qualifications
Chief Mining Adviser.	1800-100-2000 125-2250	1	Direct recruitment, 10 years' experience with a Degree in Mining Engineering and First Class Colliery Managers' Certificate and Mines Surveyor's Certificate.
Mining Adviser.	700-40-1100- 50/2-1300	1	Degree in Mining Engineering with 1st Class Colliery Manager's Certificate and about three years' experience in underground coal mining and surveying.
Senior Inspecting Officer.	-do-	1	-do-
Assistant Mining Adviser.	400-400-450- 30-600-35-670- EB-35-950/ 350-25-500-30- 590-EB-30-800- EB-30-830-35- 900.	1	Degree in Mining Engineering and 2nd Class Colliery Manager's Certificate of competency.
Junior Inspecting Officer.	-do-	11	-do-

36. The principal functions of the Chief Mining Adviser are to advise the Railways in regard to procurement and inspection of coal and in regard to all mining problems involved in ensuring underground support for the safety of the Railway undertakings. The Chief Mining Adviser is also required to represent the Railways in various committees and other institutions concerned with the production, distribution and consumption of coal. Generally, the post is filled by promotion failing which by direct recruitment. We recommend for this post the scale of Rs. 2250-2500. The Mining Adviser and the Senior Inspecting Officer have limited promotion prospects. We would suggest for these posts the scale of Rs. 1200-1700. The posts of Assistant Mining Adviser and Junior Inspecting Officer are filled to the extent of 50% by direct recruitment and the remaining by promotion from Senior Sampling Supervisors and Zonal Inspectors with a minimum of three years' service. Some of these posts are in Junior Class I scale and the remaining in Class II. These may be allotted the corresponding scales we have recommended for these levels.

37. The strength and composition of the Class III cadre is as follows :—

TABLE VIII

Designation	Scale of pay Rs.	Method of recruitment	Qualification and experience
Loading Supervisor.	205-7-240-8-280.	Direct recruitment.	Matriculation with Diploma in Mining or with Mining Sirdar's Certificate with at least 3 years' experience.
Junior Sampling Supervisor.	335-15-425	(a) 50% by direct recruitment. (b) 50% on promotion by selection from Loading Supervisors scale Rs. 205-280, subject to their fulfilling required qualifications.	Sirdar's Certificate with 4 year's experience or Overman's certificate with 3 years' experience or 7 year's experience as Loading Supervisor in the Inspection Organisation.
Senior Sampling Supervisor.	450-25-575	(a) 50% by direct recruitment. (b) 50% by promotion subject to their fulfilling required qualifications.	Degree in Geology and 3 years' experience or Licentiate in Mining with Overman's Certificate with 3 years' departmental service experience or 5 years' experience as Junior Sampling Supervisor in the Inspection Organisation.
Zonal Inspector.	-do-	(a) & (b) as above.	As indicated above.

38. Having regard to the qualifications, method of recruitment and nature of duties we recommend the following scales of pay for this group of staff :—

Loading Supervisor	Rs. 425-640
Junior Sampling Supervisor	Rs. 550-750
Senior Sampling Supervisor	Rs. 700-900
Zonal Inspector	Rs. 700-900

III. Class I and Class II Services and Posts in the Zonal Railways

39. The principal departments in the zonal railway are :—

- (i) Commercial.
- (ii) Transportation (Operating).
- (iii) Civil Engineering.
- (iv) Mechanical Engineering.

- (v) Signal and Telecommunications.
- (vi) Electrical Engineering.
- (vii) Stores.
- (viii) Finance and Accounts.
- (ix) Medical.
- (x) Security.
- (xi) Personnel.

40. There are the following Class I organised Services in the Railways :—

Engineering Services :

- (i) Indian Railway Service of Engineers.
- (ii) Indian Railway Service of Mechanical Engineers.
- (iii) Indian Railway Service of Electrical Engineers.
- (iv) Indian Railway Service of Signal Engineers.
- (v) Indian Railway Stores Service.

Central Services :

- (vi) Indian Railway Traffic Service.
- (vii) Indian Railway Accounts Service.

There are no regularly constituted Services in the Medical, Security and Personnel departments, though they have well-defined cadres. We have dealt with the Class I Central Services in Chapter 12 and the Engineering Services in Chapter 14. The Class I and Class II posts in the Medical department have been dealt with in Chapter 16. We propose to examine here certain important general posts in the zonal railways and other related matters which have not been discussed elsewhere in this Report.

41. *General Managers.*—The General Managers are getting Rs. 3000 fixed and thus have, in the matter of pay, parity with the Additional Secretary to the Government of India. The Class I Railway Officers Federation and a number of Railway Officers Associations have asked for restoration of parity of pay scale and status with the Chief Secretary to State Governments whose rate of pay generally is Rs. 3500 (fixed). Comparison has also been made with the Heads of major public sector undertakings who are in the pay scales of Rs. 3500-4000 and Rs. 3000-3500. The Study Team of the Administrative Reforms Commission on Railways was of the view that the responsibilities of the General Manager are more than those of the Managing Director of even the largest public sector enterprise. We have not generally accepted the principle of parity with the public sector scales and do not wish to make an exception in this case. We, however, do feel that the General Managers who hold a very important position in the field, should have an edge over the Additional Members of the Railway Board. We, therefore, recommend that General Managers

(including those of Production Units and the Metropolitan Transport Project (Railways)) be allotted the scale of Rs. 3000-3500.

42. Senior Deputy General Managers (SDGM) :— The General Manager of a Zonal Railway is assisted by a Senior Deputy General Manager (Rs. 2000-2500). The Senior DGM acts as Chief Vigilance Officer of the Zonal Railway in addition to being in charge of some minor departments such as Public Relations, Efficiency and Work Study Organisations. The Administrative Reforms Commission in its Report on Railways recommended that the post of Senior DGM should be effectively utilised to relieve the General Manager of the burden of dealing with matters of minor import. The Chairman, Railway Board in the course of his evidence also referred to the need for enhancing the status and scale of pay of Senior DGM and utilising him more effectively as second in command of the Zonal Railway by entrusting him with more important duties and responsibilities. In this background we recommend that the scale of pay of Senior DGM may be revised to Rs. 2500-2750.

43. Major and Minor Heads of Departments.— In the zonal railways, certain departments have been classified as "major" departments and others as "minor" departments. The major departments include Civil engineering, Mechanical engineering, Transportation, Commercial and Accounts in all the Railways and Electrical engineering on the Eastern, South-Eastern and Central Railways only. The minor departments are Personnel, Stores, Signals and Telecommunication in all the Railways and Electrical engineering in other than the Eastern, South-Eastern and Central Railways. The Service Associations representing the "minor" departments have argued that the discrimination is invidious. They have pointed out that the difference obtains only at the level of Heads of departments, as there is identity of pay scales at lower levels. Also, since the qualifications and method of recruitment of officers of "minor" departments are the same as those of "major" departments so the argument proceeds, the differentiation is unwarranted. It has been further argued that whatever might have been the justification for such discrimination in the past, circumstances have changed radically in the last decade or so and the responsibilities of the so-called "minor" departments are as complex and diversified as those of the "major" departments. With recent developments in traction and in electronics and the increasing use by the Railways of sophisticated devices, the Signal and Telecommunication as also the Electrical departments have increased in stature. Similarly, owing to labour unrest and the high cost of stores, it is increasingly realised that management should pay closer attention to personnel and stores and competent men should be attracted to these branches. On these grounds, it has been contended that the existing distinction between the "major" and the "minor" Heads of departments should be done away with.

We have considered the matter carefully. The idea of having more than one rate of pay for Heads

of departments is sound. In fact, our proposal for a two-tier system of pay scale for Heads of departments is an affirmation of the existing practice in the Railways and seeks to extend this principle even as between posts within the same department or service. In our view, not all posts of Heads of departments have duties and responsibilities of the same magnitude and importance. A system of differentiated remuneration would, therefore, be fully justified. We notice that the Railway Board have been upgrading posts of Heads of "minor" departments as and when it has been necessitated due to change in the nature of their work or responsibilities. Our recommendation for general adoption of two levels for Heads of departments is calculated to remove the present complaint of officers of "minor" departments. In our scheme of things, some Heads of "major" departments, say on the North-Eastern or N.F. Railway may be on a lower scale, while the Head of a "minor" department on say, the Eastern Railway, may be on a higher scale. The line of demarcation will thus not be whether a particular post belongs to a "major" or a "minor" department but whether a post deserves a higher grade or a lower grade on the basis of importance and difficulty of the charge.

44. Divisional Superintendents.—The Divisional Superintendents are at present in two grades viz. Rs. 1600-1800 and Rs. 1800-2000. The Class I Officers Associations and the Class I Railway Officers Federation have argued in favour of a single scale for Divisional Superintendents. We find that there has been no uniformity of approach in regard to the pay scales of Divisional Superintendents. It appears that till January, 1969, there were two scales viz. Rs. 1300-1600 and Rs. 1600-1800 and between January, 1969 and October, 1970 all posts of Divisional Superintendents were brought on to one scale viz. Rs. 1600-1800. Again, since October, 1970 two scales have come into existence. Out of 49 posts, 30 are in Rs. 1800-2000 while the remaining 19 are in Rs. 1600-1800. The Administrative Reforms Commission Study Team on Railways recommended that "there should be only one grade for Divisional Superintendents and this should be Rs. 1800-2000 till such time as the pay of the Heads of departments is revised upwards." The official witnesses also supported the demand for a single scale for all the posts of Divisional Superintendents. Taking all these factors into consideration, we favour merger of the two existing grades into one and accordingly recommend the revised scale of Rs. 1800-2250.

45. Works Managers in Railway Workshops.— Apart from the three production units which are under the charge of General Managers, there are 30 major and 18 minor workshops on the Indian Railways for the repairs and maintenance of rolling stock, plant and equipment etc. Most of the major workshops are also manufacturing wagons, cranes etc. These workshops are under the charge of Works Managers in various grades viz. Rs. 700-1250, Rs. 1300-1600 or Rs. 1600-1800 depending on the size of the workshop and the workload involved. It has been represented that workshops of comparable size outside the Railways are in the charge of officers

in higher grades. For instance, it has been pointed out that major railway workshops such as Kanchrapara, Kharagpur, Jamalpur, Liluah, Ajmer etc. employing between 7000 to 10,000 workers are managed by officers in the grade of Rs. 1600-1800 whereas other workshops of comparable size e.g. ordnance factories are under the charge of officers in the grades of Rs. 1800-2000 and Rs. 2000-2250. In the Public Sector, the pay scales for corresponding levels of management are still higher. The recommendation of the Study Team of the Administrative Reforms Commission (Para 3.15) has also been cited in support of the demand for up gradation of the existing posts in the Railways.

We are of the view that the level of Works Managers should be decided with reference to the capital outlay, annual output, staff strength, product mix, expansion programme and other relevant factors. Judged by these criteria, we think that there is justification for introduction of a higher grade of Rs. 2000-2250 in revised terms for the Works Managers in the Railways. We would leave it to Government to decide the allotment of this scale to the heads of railway workshops having regard to the criteria mentioned above. For the other heads of railway workshops, the normal conversions for the existing scales of Rs. 700-1250, Rs. 1300-1600 and Rs. 1600-1800 may be given.

46. *Chemists and Metallurgists.*—There is a small cadre of Chemists and Metallurgists in the scale of Rs. 700-40-1100-50/2-1300. Two-third of the vacancies in this cadre are filled directly through the Union Public Service Commission, the educational qualification being a Degree in Metallurgy with about five years' experience. The Chemists and Metallurgists are required to ensure proper quality control for various types of components manufactured in the Railway workshops, to investigate cases where components have failed and to check the stores purchased by the Railways so that they conform to specifications. For 23 posts of Chemists and Metallurgists in the grade of Rs. 700-1300, there are only two posts available in the junior administrative grade and one in the senior administrative grade to serve as promotional outlets. The Chemists and Metallurgists have, therefore, asked for better prospects of promotion. They have also brought to our notice that while the standard senior scale, as recommended by the First Pay Commission, was only Rs. 600-1150, the senior scale recommended for the Chemists and Metallurgists was Rs. 600-1300. However, at the time of the revision of the scale of pay on the recommendation of the Second Pay Commission, while the maximum of the standard senior scale went up from Rs. 1150/- to Rs. 1250/-, there was no change in the maximum of the senior scale meant for the Chemists and Metallurgists. In view of the poor prospects of promotion, we consider that there is a case for improving the scale of pay of the Chemists and Metallurgists by extending the existing senior scale to the maximum of the junior administrative grade. We accordingly recommend that the scale for the Chemists and Metallurgists may be Rs. 1050-1800. Consequent on the improvement of the pay scale of Chemists and

Metallurgists it is necessary to revise the pay scale of Joint Directors (Chemical & Metallurgy) from Rs. 1300-1600 to the grade of Rs. 1800-2000. The Assistant Chemists and Metallurgists, who are in the standard Class II scale of Rs. 350-900, should be allotted the substitute scale of Rs. 650-1200.

47. *Superintendent, Printing and Stationery.*—There are seven posts of Superintendents, Printing & Stationery in the scale of Rs. 700-1250. Two-thirds of the vacancies are filled directly, the minimum qualification being a diploma in printing and allied trades with about 8 years' experience and knowledge of letter press and photo litho technology; the rest are filled by promotion of Assistant Superintendents (Rs. 350-900). The principal demand of the Superintendents, Printing & Stationery is for improvement of their promotion opportunities or for a longer scale. They may be given the scale of Rs. 1050-1600. In addition, we recommend that 20% of the posts be placed in the selection grade of Rs. 1300-1700.

48. *Temporary Officers.*—Between the year 1955-67, the Railways recruited a large number of temporary Officers mostly in the Engineering Cadres, in connection with construction and developmental activities. The recruitment of these officers was made through the Union Public Service Commission by interview and by relaxing the age limit.

49. The Temporary Officers' Associations have stated that they were initially appointed as Class I officers but subsequently they were declared as unclassified i.e. belonging neither to Class I nor to Class II Service. At the time of their recruitment they were informed that they would be confirmed at the rate of 6 per year, and as recruitment was being made in batches of 6 to 50 each years, the candidates were led to expect they would be confirmed within about 8 years or so. This anticipation did not, however, materialise due to the slow rate of confirmation and the bulk recruitment in some years. It is their complaint that at the present rate of confirmation a good number of Temporary Officers may have to retire even without confirmation and with attendant loss of retirement benefits.

50. The Temporary Officers' Associations have further pointed out that there was recruitment of Temporary Officers to the Military Engineering Service, Indian Ordnance Factories Service etc. where the Temporary Officers were absorbed into the main stream as regular Class I officers on the basis of equal treatment with the candidates recruited through the competitive examination. Their demand is for similar treatment.

51. Another demand of the Temporary Officers is that their seniority should count for the purpose of promotion with effect from the date of their appointment as Temporary Officers. According to the latest instructions, the Temporary Officers on permanent absorption are given weightage of 50% of their service rendered as a Temporary Officer including the period of training.

52. According to the information furnished to us there are still about 648 Temporary Officers yet to be confirmed as shown below :—

TABLE IX

Department	No. of Temporary Officers joined	No. of Temporary Officers resigned	No. of Temporary Officers confirmed	No. of Temporary Officers yet to be confirmed
Civil Engineering	555	69	95	391
Electrical Engineering	243	46	37	160
Signal & Telecommunication Engineering	138	24	36	78
Mechanical Engineering	53	13	30	10
Stores.	44	8	27	9
	1033	160	225	648

We understand that since 1966, 60% of the recruitment quota to the Class I service has been set apart for the absorption of Temporary Officers. It seems to us that even if direct recruitment were to be completely suspended for the next few years, it would still not be possible to confirm the Temporary Officers at a satisfactory rate. Further, such a large scale confirmation of Temporary officers with stoppage of direct recruitment for a prolonged period is likely to create unevenness in the cadre and lead to promotion blocks. It is also likely to impair efficiency of the service. Besides, it will create difficulties in cadres management.

53. We are of the opinion that the problem cannot be satisfactorily solved by the Railway Board alone. The combined resources of the Government and the public sector undertakings would have to be tapped in a concerted bid to absorb the Temporary Officers with satisfactory records of service in future vacancies. To this end, preference should be given to the Temporary Officers on the Railways and open market recruitment should be resorted to only if the Temporary Officers are not found suitable. Such of these Temporary Officers as are absorbed in other departments or public sector undertakings could be allowed to count their service in the Railways for retirement benefits. We have also dealt with the question of terminal benefits to temporary Government employees in Chapter 60.

54. *Promotion prospects in Railway Services Class I.*—We think it will be appropriate to make a brief mention here regarding the relatively poor promotion prospects of Class I Railway Services as a whole *vis-a-vis* the other Central Services and Engineering Services. The Railway Officers' Federation and the Railway Officers' Associations have been at considerable pains to emphasise this aspect both in their written memoranda and in their oral evidence. They

have also referred to the recommendations made by the Study Team of the ARC on Railways (Para 4.12) and the Railway Accident Enquiry Committee, 1968 (Para 119, Part II of the Report) regarding the need for improving the cadre position of the Railway Services. Our study of the matter also shows that the Railway Services compare unfavourably in regard to career prospects. As complements are outside our purview, we are bringing this matter to the notice of the Government for taking remedial action.

55. We consider next the main categories of Class III employees which are peculiar to the Railways. We propose to consider these categories in each department separately. The categories common to all or many departments, *viz.* Clerks in administrative offices, Stenographers, Accounts staff, store-keeping staff, para medical categories, Draftsmen and other engineering categories, teaching staff, fire service staff, motor vehicle drivers etc. have been discussed in other Chapters and will not be dealt with here.

IV. Commercial Department

56. The Commercial Department deals with freight and fares, booking of passengers, parcels and goods traffic, ticket checking at stations and in running trains, settlement of claims arising from the loss of and damage to goods and parcels in transit and claims prevention measures. It is also responsible for market research and development of traffic, coordination between road and rail transport, customer and public relations and catering services. The importance of this department has grown during the recent years due to the need for increasing railway earnings by competing for more high rated traffic, combating ticketless travel and by reducing compensation claims.

57. The Chief Commercial Superintendent is the head of the Commercial department. The Class I officers for this department are provided by the Indian Railway Traffic Service which is common to both the Commercial and Operating departments. The pay scales for the various grades of the Service have been dealt with in Chapter 12.

58. The main categories of Class III employees in this department can broadly be classified into the following groups :—

- (i) Commercial Clerks ;
- (ii) Enquiry and Reservation Clerks ;
- (iii) Weighbridge Clerks ;
- (iv) Commercial Inspectors (including Research & Development, Complaints and Outstanding Earnings Inspectors) ;
- (v) Claims Tracers and Claims Inspectors ;
- (vi) Ticket Checking staff ;
- (vii) Catering staff including Catering Managers and Inspectors ; and
- (viii) Legal staff.

59. *Commercial Clerks.*—The number of posts, scales of pay and percentage distribution of Commercial Clerks in the various grades are given in the Table below :

TABLE X

Designation	Scale of Pay	Percentage distribution of posts	Number
	Rs.		
Booking Clerks/ Goods Clerks/ Parcel Clerks	110-4-150-EB- 4-170-5-180- EB-5-200	55%	19,986
-do-	150-5-175-6-205- EB-7-240	35%	11,300
Head Booking Clerks/ Head Goods Clerks/ Head Parcel Clerks	205-7-240-8-280	8%	2,679
Chief Goods Clerks/ Chief Parcel Clerks/ Chief Booking Clerks	250-10-290-15- 380 335-15-425	2% Worth of charge -do-	677
	370-20-450-25- 475		3
	450-25-575		1
TOTAL :			34,674

Initial recruitment to the lowest grade is through the Railway Service Commission from candidates who have passed the Matriculation examination, apart from the 25% promotion quota of Class IV employees. They are trained for a period varying from 3 to 6 months before being appointed as Commercial Clerks. 25% of the vacancies in the grade of Rs. 250-380 are filled by direct recruitment of Traffic (Commercial) Apprentices from among graduates through the Railway Service Commission. The Apprentices are trained for a period of 2 years and on satisfactory completion of training are appointed as Commercial Inspectors or Chief Goods/Parcel/Booking Clerks. The Commercial Clerks are eligible along with Office Clerks in the Chief Commercial Superintendent's office for promotion to various grades of Commercial Inspectors also. In addition, they share, with Ticket Collectors, a certain percentage (which varies on different Railways) of posts of 'C' Grade Guards. Commercial Clerks in the lower grades can also opt for the cadres of Enquiry and Reservation Clerks and Claims Tracers and Inspectors. The percentage distribution of posts in the various grades in this group has undergone a change since the Second Pay Commission's Report and the present position is as indicated above.

60. The Commercial Clerks are mainly employed in the booking, goods and parcel offices where they deal with the sale of tickets to passengers, booking and delivery of parcels, luggage and goods, and perform other related duties which include maintenance of registers, submission of returns, handling cash, etc. They are required to be familiar

with various Acts, rules and regulations regarding contraband articles, explosive goods, classification of goods, etc. Commercial Clerks also work as transshipment clerks who have to look after transshipment of goods from one wagon to another and from one gauge to another without loss or damage.

61. The major complaints of this category are related to the following: the inferior pay scales and unfavourable percentage distribution of posts as compared to the Office Clerks; the existence of seven levels in the cadre without clear differentiation of duties; direct recruitment of Commercial Apprentices in the grade of Rs. 250-380; eligibility of the Clerks in the Office of the Chief Commercial Superintendent for selection to posts of Commercial Inspectors; and absorption of medically decategorised staff in their cadre. They have demanded the merger of the cadre of ticket checking and enquiry-cum-reservation clerks with that of Commercial Clerks. Other miscellaneous demands relate to grant of cash handling allowance, transshipment allowance to those working at transshipment points, revision of existing designations, etc.

62. The Associations representing this category have emphasised certain special features of their work viz., handling of cash, contact with the public, liability to make good losses due to erroneous calculation of freight and fares or to misclassification, and shift working etc. They claim that the assumption of common carriers responsibility by the Railways since 1962 has added significantly to their workload and also increased their liability to make good losses. Their grievance is that though a higher initial scale with a better rate of increment than for LDCs was given to them in recognition of their duties and responsibilities, the lead was not maintained at higher levels. We have carefully considered the relative duties of the Commercial Clerks and the Clerks in the Administrative Offices in the various grades and in our view the duties of the Commercial Clerks are on the whole of the same level of responsibility as those of Office Clerks in corresponding grades. We accordingly recommend the following scales of pay :

Designation	Existing scale	Proposed scale
	Rs.	Rs.
Commercial Clerks	110-200	260-430
Senior Commercial Clerks	150-240	330-560
Head Commercial Clerks	205-280	425-640
Head Commercial Clerks	250-380	455-700
Chief Commercial Clerks	335-425	
Chief Commercial Clerks	370-425	550-750
Chief Commercial Clerks	450-575	700-900

63. As regards the percentage distribution of posts, we have given our general observations on this system in Section XVII of this Chapter. In accordance with our general approach, we are unable to support the demand for abolition of direct recruitment of posts of Commercial Apprentices. We also see nothing objectionable in the existing arrange-

ment of allowing Office Clerks of the Commercial department to compete for the posts of Inspectors, as excessive compartmentalisation of promotions is not desirable. The demand that medically de-categorised staff should not be absorbed in the Commercial Clerks cadre is also unacceptable, as the burden of absorbing such staff should be distributed over all the allied categories where their background and experience could be utilised. We have, however, though it fit to make certain recommendations in another section on this issue. As for merger of the Ticket-checking and Enquiry-cum-Reservation cadres with the Commercial Clerks' cadre, we would favour merger of Enquiry-cum-Reservation staff cadre only with the Commercial Clerk's cadre, but not the Ticket-checking staff. Our reason for this suggestion is that the Enquiry-cum-Reservation Clerks are numerically too small to be a viable cadre and their work is closely analogous to that of Commercial Clerks. The demand for special pay for handling cash and for transhipment work does not seem to be unjustified as these functions have been taken into account while determining the scales of pay of Commercial Clerks.

64. *Enquiry and Reservation Clerks.*—They are closely allied to the category of Commercial Clerks of which they had one formed a part. The numbers and scales of pay are given in the table below :

TABLE XI

Designation	Scale of pay	Number
	Rs.	
Enquiry and Reservation Clerk	150-240	746
Head Enquiry Clerk/Head Enquiry & Reservation Clerk	205-280	116
Supervisor Enquiry & Reservation/Chief Enquiry & Reservation Clerk/Reservation Inspector	250-380	96
Supervisor Information Bureau	335-425	1
Chief Supervisor Enquiry & Reservation	370-475	42
		1,001

65. The posts in the initial grade of Rs. 150-240 are filled by selection from suitable employees in the categories of Commercial Clerks and Ticket-checking staff who have special aptitude for dealing with the public. All appointments in higher grades are made by promotion. Their duties relate to furnishing information to the travelling public in regard to availability of accommodation, running of trains, connections, fares, etc. They are also responsible for booking of passengers and collection and remittance of cash.

66. It has been urged on behalf of this category that in view of the public relations aspect of their work and other responsibilities, their scales of pay should be superior to those of other allied categories.

In our view no differentiation between the Enquiry-cum-Reservation Clerks and other allied categories in regard to the rate of remuneration would be justified. Our recommendation about the merger of non-viable grades is also relevant. In case this category is retained as a separate entity, we recommend the corresponding scales of pay as for Commercial Clerks.

67. *Weighbridge Clerks.*—The Weighbridge Clerks working under the Coal Area Superintendent, Eastern Railway, Dhanbad, have been constituted into a separate cadre. The number of posts and scales of pay are given in the table below :

TABLE XII

Designation	Scale of pay	Number
	Rs.	
Weighbridge Clerks	{ 110-180 110-200 150-240	53 152 80
Head Weighbridge Clerks/Weigh- ment Inspectors	205-280	17
Coal Inspector/Rate Inspector	250-380	4
Transportation Inspector (Coal)	335-425	4
	TOTAL :	210

68. We understand that it has been decided recently that the posts on Rs. 110-200 should be filled from the panel of Commercial Clerks and the existing Weighbridge Clerks in the scale of Rs. 110-180 should be absorbed in the Rs. 110-200 scale after suitable training prescribed for Commercial Clerks.

69. The Weighbridge Clerks carry out all commercial formalities in respect of originating coal traffic and raise demurrage charges where due. They combine the duties of a Goods Clerk and Weighbridge Clerk. Their avenue of promotion is restricted to their own cadre only. Their promotion posts unlike those of Commercial Clerks are created on the basis of worth of charge.

70. The main grievance of this category is about their limited prospects of promotion. Further they claim that their duties are more arduous than those of Commercial Clerks as they have to work in the open.

71. It will be apparent from a comparison of the percentage distribution of grades for Weighbridge staff and Commercial Clerks that there is a substance in the complaint of the Weighbridge staff regarding

their inferior prospects of promotion as compared to Commercial Clerks :

Existing scale	Commercial Clerks Percentage	Weighbridge staff Percentage
Rs.		
110-180	55%	66%
110-200		
150-240	35%	26%
205-280	8%	5.5%
250-380 and 335-425	2%	2.5%
	100%	100%

72. We would suggest that the Government may consider the feasibility of the merger of this cadre with the Commercial Clerks' cadre. We recommend the following scales of pay for this category :

Designation	Existing scale	Proposed scale
	Rs.	Rs.
Weighbridge Clerks	110-180 } 110-200 }	260-430
Senior Weighbridge Clerks	150-240	330-560
Head Weighbridge Clerks/ Weighment Inspectors	205-280	425-640
Coal Inspectors/Rate Inspectors	250-380 }	455-700
Transportation Inspectors	335-425 }	

73. *Commercial Inspectors.*—The staff in this category, their numbers and scales of pay are given in the table below :

TABLE XIII

Designation	Scale of pay	Number
	Rs.	
Assistant Commercial Inspector	{ 205-280* 210-320	237 50
Commercial Inspector		
-do- Grade IV	250-380	456
-do- Grade III	335-425	220
-do- Grade II	370-475	77
-do- Grade I	450-575	38
	TOTAL :	1078

*Scale revised to Rs. 210-320 from 1-2-1972 due to Award of JCM Board of Arbitration.

This group comprises Inspectors specialising in various aspects of commercial work, viz., rates clearance of outstandings, market research and development, public complaints and inspection of stations. In addition, they have to prepare financial appraisals in connection with the opening of new railway lines, conversion of gauge, provision of private and assisted sidings, opening of out-agencies, installation of mechanical devices, etc. In view of the complex nature and importance of the work requiring continuous experience the Claims Inspectors have been organised into a separate cadre.

74. Recruitment to the initial grade of Commercial Inspectors (Rs. 250-380) to the extent of 25% of the vacancies is made through the Railway Service Commission from among graduates in the age group of 18-24 years. A degree in law is considered to be an additional qualification. The Apprentices are given training for a period of 2 years in all aspects of commercial working. The remaining 75% of the vacancies are filled by promotion by selection from Commercial Clerks and Clerks in the office of the Chief Commercial Superintendent.

75. The main grievance of Commercial Inspectors is the much smaller percentage of higher grade posts available to them as compared to the Transportation Inspectors. A consequence of this position is stated to be that the Transportation Inspectors enjoy an advantage over the Commercial Inspectors for selection to Class II posts due to their earlier promotion to higher grades. Further, while experience of commercial work is not insisted upon for promotion to Class II posts in the Commercial department, previous experience of transportation work is generally considered essential for promotion to Class II posts in the Operating department. It has, therefore, been argued that posts of Assistant Commercial Officers, Class II should be reserved exclusively for Commercial department staff only. During discussions the official witnesses generally agreed to an improvement in the percentage distribution of higher grades for Commercial Inspectors so that they are brought, more or less, on par with the Transportation Inspectors. This should take care of the complaint of the Commercial Inspectors regarding inadequate promotion prospects.

76. Another complaint of this category is that the existing number of grades is more than can be justified by differences in the levels of duties and responsibilities. While the All India Railwaymen's Federation (AIRF) have suggested only two grades, the National Federation of Indian Railwaymen (NFIR) in their Memorandum submitted after their evidence have suggested three levels. We discussed this matter with the official witnesses. They thought that three grades for Commercial Inspectors should prove adequate. We have considered the matter and we are of the opinion that three grades would

be sufficient. We accordingly recommend the following scales of pay for Commercial Inspectors :

Designation	Existing scale	Proposed scale
	Rs.	Rs.
Assistant Commercial Inspector	205-280 } 210-320 }	425-640
Commercial Inspectors Grade IV	250-380 }	455-700
Grade III	335-425 }	
Grade II	370-475	550-750
Grade I	450-575	700-900

In view of the broadbanding recommended by us, we suggest that Commercial Apprentices should in future be absorbed in the grade of Rs. 455-700.

77. *Claims Tracers and Inspectors.*—The designations, pay scales and number of posts in this category are given in the table below :

Designation	Scale of pay	Number
	Rs.	
Claims Tracers	150-240	452
Assistant Claims Inspector	205-280*	201
Claims Inspector Grade IV	250-380	176
Claims Inspector Grade III	335-425	14
Claims Inspector Grade II	370-475	11
Claims Inspector Grade I	450-575	2
TOTAL		856

78. The posts of Claims Tracers are filled by transfer or promotion of office clerks belonging to the Claims Branch and Commercial Clerks who opt for the claims cadre. The grade of Assistant Claims Inspector is filled wholly by promotion of Claims Tracers. There is, however, direct recruitment in the grade of Rs. 250-380, 25% of the vacancies being filled by Commercial Apprentices. The Claims Inspectors generally have no promotion avenue outside their own cadre, though the practice may vary on some Railways.

79. The claims Tracers and Assistant Claims Inspectors are entrusted with work which is comparatively simple and of a routine nature, while the Inspectors deal with the more important and complicated cases involving heavy loss or damage. They have also powers delegated to them, which vary according to their status, for settling compensation claims on the spot. One of their major functions is claims prevention involving the organisation of special drives, education of commercial staff in claims prevention measures and analysis of the claims by causes.

80. Having regard to all relevant considerations, we recommend the following grades and scales of pay :

Designation	Existing scale	Proposed scale
	Rs.	Rs.
Claims Tracers	150-240	330-480
Assistant Claims Inspector	205-280 } 210-320 }	425-640
Claims Inspectors Grade IV	250-380 }	455-700
Grade III	335-425 }	
Grade II	370-475	550-750
Grade I	450-575	700-900

81. It has been brought to our notice that on the Dhanbad Division of the Eastern Railway a separate cadre of Coal Tracers has been constituted under the Coal Area Superintendent for dealing exclusively with Coal Wagons. The Coal Tracers are in two scales, viz., Rs. 130-212 and Rs. 150-240 and are recruited from Commercial Clerks and Office Clerks. Their duties correspond to those of Claims Tracers except that they deal with coal wagons only, whereas Claims Tracers deal with all goods and parcel traffic. The Coal Tracers have a Joint promotion avenue with Weigh Bridge staff, the highest grade available being Rs. 335-425.

82. The chief complaint of this category is in regard to the allotment of the lower scale of Rs. 130-212 and absence of reasonable promotion outlets. We accept the validity of this complaint and suggest that all those in the scales of Rs. 130-212 and Rs. 150-240 should be placed in the scale of Rs. 330-480. Government may examine the practicability of merging this cadre with the mainstream of Claims Tracers and Inspectors as it would make for uniformity in prospects of promotion and remove a justifiable cause of grievance. The scales we are recommending for the Claims Tracers and Inspectors will be equally applicable to this category also.

83. *Ticket Checking Staffs.*—The table below shows the numbers, scales of pay and percentage distribution of posts of ticket checking staff :

TABLE XIV

Designation	Scale of Pay	Number	Percentage distribution of posts
	Rs.		
Ticket Collectors	110-180	7216	70% (out of which at least 25% should be in Rs. 130-212).
Ticket Collectors/ Travelling Ticket Examiners	130-212	5313	
Ticket Collectors/ Travelling Ticket Examiners	150-240	3695	22.5%
Travelling Ticket Inspectors/Examiners/ Head Ticket Collectors	250-380	1257	7.5%
Chief Divisional Ticket Inspectors	335-425	52	Worth of charge
Chief Ticket Inspectors	370-475	29	
Chief Ticket Inspectors	450-575	11	
TOTAL :		17,573	

*Scale revised to Rs. 210-320 from 1-2-1972 under Award of JCM Board of Arbitration.

84. 75% of the vacancies in the lowest grade are filled by direct recruitment through the Railway Service Commission from matriculates. Before being posted as Ticket Collectors, they are trained for a period varying from 3 to 6 months. Apart from promotion within their own hierarchy, the ticket checking staff are eligible for promotion by selection as Conductor Guards in the grades of Rs. 205-280 (75%) and Rs. 250-380 (25%) and as Tourist Guides (Rs. 250-380) and Passenger Guides (Rs. 110-200). They also have avenues of promotion to posts of Enquiry-cum-Reservation Clerks (Rs. 150-240), Guards, Grade 'C' and to certain miscellaneous posts, viz., Parcel Inspectors and Reweighment Inspectors on some Railways.

85. The duties of Ticket Collectors are to check and collect tickets at stations, recover excess fare and penalty from ticketless passengers and detect unbooked and excess luggage with the passengers on platforms. The duties of Travelling Ticket Examiners (TTEs) are similar except that they are employed in running trains. They are also posted in Third Class and Second Class sleeper coaches to assist the passengers in securing accommodation. In addition there are flying squads to carry out surprise checks and cross country raids and impose penalties on the spot with the help of Railway Magistrates attached to these squads. The Head Ticket Collectors and Inspectors are responsible for suitable deployment and supervision of the staff under them. Conductor Guards are primarily responsible for looking after the comforts and accommodation of Upper Class passengers.

86. The main complaint of this category is inadequacy of promotion prospects and excessive stratification of the grade structure. The Travelling Ticket Examiners have further complained that their travelling allowance is converted into a consolidated allowance on some Railways and that they are not generally in favour of consolidated allowance. Some of the Associations have also advanced a claim that the TTEs should be treated as running staff and granted a running allowance as for loco and traffic running staff.

87. The existing grade structure of this category appears to be somewhat defective in that the three lowest grades of Rs. 110-180, Rs. 130-212 and Rs. 150-240 are too narrowly spaced to provide adequate incentive on promotion. On the other hand the grade structure provides for promotion from Rs. 150-240 to Rs. 250-380. Thus, the differentials are too narrow in one case and too wide in another. Further, the percentage distribution of posts extends only up to the grade of Rs. 250-380, unlike in the case of Commercial Clerks and Office Clerks, where it extends up to Rs. 335-425 and Rs. 450-575 respectively. This category has an important role to play as the passenger earnings of the Railways depend to a large extent on their effective functioning. On an overall assessment, we consider that the following

grades of pay will be appropriate for this group of staff :

Designation	Existing scale	Proposed scale
	Rs.	Rs.
Ticket Collectors	110-180	260-400
Senior Ticket Collectors/ Travelling Ticket Examiners	130-212 150-240	330-560
Head Ticket Collectors/Travelling Ticket Inspectors/Head Travelling Ticket Examiner	250-380	425-640
Head Ticket Collectors/Travelling Ticket Inspectors/Head Travelling Ticket Examiner	335-425	550-750
Divisional Chief Ticket Inspector	370-475	
Chief Ticket Inspector	450-575	700-900

88. We recommend only one scale viz., Rs. 425-640 for Conductor Guards as we see no justification for having two grades with little or no functional differentiation. We do not consider the demand for grant of running allowance as reasonable. We note that this issue was referred to the JCM Board of Arbitration who also rejected it.

89. *Catering Staffs.*—The catering branch on each Zonal Railway is directly under the charge of a Senior Commercial Officer assisted by one or more Assistant Officers. The catering on the Railways is done both departmentally and by contractors. There are static units as well as mobile units. The former consists of refreshment rooms, restaurants and vending stalls, while the latter consists of dining cars. In addition, some Railways operate full-fledged hotels. The staff in this group and their numbers and scales of pay are given in the table below :

TABLE XV

Designation	Scale of pay	Number
	Rs.	
Stores Clerk	110-180	149
Manager, Refreshment Room/Dining Car Gr. III	110-200	207
Manager, Refreshment Room/Dining Car Gr. II	150-240	114
Manager, Refreshment Room/Dining Car Gr. I/Assistant Catering Inspector	205-280	90
Catering Inspector	250-380	26
Senior Catering Inspector	335-425	3
Chief Catering Inspector	370-475	15
Chief Catering Inspector	450-575	9
TOTAL :		613

90. The posts in the various grades are created on worth of charge. Generally, recruitment is made to the lowest grade of Rs. 110-180, the basic qualification being Matriculation. The posts in the grade of Rs. 110-200 are filled to the extent of 2/3rd of the vacancies by promotion of Stores Clerks in Rs. 110-180, the remaining 1/3rd vacancies being filled by direct recruitment. All higher posts are filled entirely by promotion either by selection or on seniority basis.

91. The duties of Stores Clerks relate to local purchase, issue and accounting of stores. Occasionally, they are also in charge of smaller refreshment rooms. The bigger refreshment rooms and restaurants and dining cars are generally under the charge of catering managers or Inspectors in higher grades. The Inspectors are required to carry out periodical inspection of departmental as well as contractors' catering establishments to ensure the supply of wholesome food, cleanliness of establishments and satisfaction of passengers.

92. The general complaint of this category relates to unsatisfactory promotion prospects and multiplicity of pay scales. As the functions of Stores Clerks and Managers are very similar in the smaller refreshment rooms, we suggest merger of the two grades of Rs. 110-180 and Rs. 110-200. As regards the demand for reduction in or amalgamation of the existing grades, we think that five levels recommended by us below would meet the reasonable requirements of the department :

Designation	Existing scale	Proposed scale
	Rs.	Rs.
Stores Clerks	110-180	260-430
Refreshment Room Managers Gr. III	110-200	
-do- Gr. II	150-240	330-480
Refreshment Room Manager Grade I/Assistant Catering Inspector/	205-280	425-640
Catering Inspector	250-380	
Senior Catering Inspector	335-425	550-750
-do-	370-475	
Chief Catering Inspector	450-575	700-900

93. Besides the supervisory staff dealt with above, there are operative staff whose designations, numbers and scales of pay are given in the table below :

TABLE XVI

Designation	Scale of pay	Number
	Rs.	
Waiters/Bearers/Cleaners/Masalchis	70-85	1032
Senior Servers/Bearers/Waiters	75-89	864
Assistant Cooks	75-89	213
Cooks	75-110	309
Bill Issuers	80-110	176
Cooks	105-135	11
Head Cooks	110-180	60
TOTAL :		2665

94. It has been represented that the scale of pay of Bill Issuers is inadequate considering that they are required to possess some knowledge of English, maintain accounts, handle cash and exercise general supervision over the Waiters. We recommend for them the scale of Rs. 225-308.

95. Another category the improvement of whose relative position has been specifically asked for is that of Senior Servers/Bearers. Their services are utilised when special catering has to be undertaken. Having regard to the nature of duties and the fact that the Waiters are promoted to this grade, we consider that the revised scale of Rs. 190-232 should be adequate for the Senior Servers/Bearers. We do not consider it necessary to discuss the remaining categories separately and they may be brought on to the new scales recommended by us corresponding to their existing scales.

96. *Legal Staff*.—Their numbers, scales of pay and percentage distribution of posts are as follows :

TABLE XVII

Designation	Scale of pay	Number	Percentage distribution of posts
	Rs.		
Law Assistant	305-15-425	162	60%
Chief Law Assistant	370-20-450-25-475	88	40%
Law Superintendent	450-25-575	20	
TOTAL :		270	

97. 75% of the posts of Law Assistants are filled by direct recruitment of Law graduates who are below 30 years of age and have at least three years' standing as practising lawyers. Serving employees who are Law graduates and have a minimum five years' service are also allowed to compete. The remaining 25% of the vacancies are filled by promoting selected departmental staff possessing a degree in Law. The higher posts are filled wholly by promotion. The posts of Law Officers in Class II Service are also generally filled by promotion by selection. The legal staff mainly deal with court cases relating to compensation claims as well as establishment matters, disciplinary proceedings, purchase and sale contracts etc. The senior staff deal with more complex cases and suits of higher valuation.

98. The demands of the Association representing legal staff are that the existing three levels should be reduced to two or one, as there is not much difference in the importance and responsibility of the duties performed by the three grades of staff and that certain posts which require a legal background, namely, Assistant Commercial Officer (Court Section), Estate Officers and Prosecutors under the Railway Unlawful Possession of Property Act should be earmarked for them. Having regard to all relevant factors we think that two grades would be sufficient.

We accordingly recommend the following scales of pay for these staff :

Designation	Existing scale	Proposed scale
	Rs.	Rs.
Law Assistants Gr. II	305-425	550-750
—do—	370-475	
Chief Law Assistants	450-575	700-900

We have no comments on the proposal for reserving certain posts for this category. We see no justification for agreeing to the demand for grant of non-practising allowance on the analogy of Railway doctors.

V. TRANSPORTATION (OPERATING) DEPARTMENT

(Other than Running Staff)

99. The Transportation Department on the Railways controls the movement and utilisation of all rolling stock *i.e.* engines, passenger coaches and goods wagons and is responsible for their optimum use. In discharging this function it has to ensure safety of movement, punctuality of trains, proper functioning of marshalling yards, economy in fuel consumption etc.

100. The Chief Operating Superintendent is the head of the Operating Department. The Class-I Officers of this Department belong to the Indian Railway Traffic Service which is common to the Commercial Department also. We have considered their pay scales as also those of Class II officers in Chapter 12 and 13 respectively. We now examine here the main departmental categories in Classes III and IV excluding categories common to all or some departments (such as clerical staff, stenographers, office peons and daftaries) in the following groups :

- (i) Assistant Station Masters/Station Masters and Station Superintendents.
- (ii) Signallers.
- (iii) Traffic Control Staff.
- (iv) Train Clerks.
- (v) Transportation and Movement Inspectors.
- (vi) Yard Staff.
- (vii) Transportation Apprentices.
- (viii) Shunting staff.
- (ix) Cabin Staff and Yard and Station Staff (Class IV).

Assistant Station Masters and Station Masters :

101. The number of posts, rates of pay and grade-wise percentage distribution of posts are shown in the table below :

TABLE XVIII

Designation	Scale of pay	Number	Percentage distribution
		Rs.	
Assistant Station Master (ASM)	130/150-5-175-6-205-EB-7-240	17,254	75%
	205-7-240-8-280	5,052	23%
	250-10-290-15-380	754	2%
	335-15-425	9	
TOTAL :		23,069	100%
Station Master (SM)	205-7-240-8-280	5,645	88%
	250-10-290-15-380	461	12%
	335-15-425	212	
	370-20-450-25-475	115	
TOTAL :		6,433	
Station Superintendents	450-25-575	36	
-do- Class II	590-30-830-35-900	7	
TOTAL :		43	

102. The Second Pay Commission had recommended the scale of Rs. 130-225 for the lowest grade of Assistant Station Master (ASM). This was, however, revised by Government to Rs. 130-240 with a minimum start of Rs. 150 from 1-4-64. Again, while earlier the gradewise percentage distribution was made on the basis of the combined cadre of ASMs and SMs, since 1-10-60 this has been prescribed separately for ASMs and SMs.

103. Initial recruitment is made to the grade of ASM (Rs. 130/150-240). The Railway Board have laid down as a guideline that posts of ASMs are to be filled partly by direct recruitment (65%) and partly by promotion of Traffic Signallers (25%) and Switchmen (10%). There is, however, no uniformity in regard to the method of recruitment in various Railways. On the basis of our information, while there is 100% direct recruitment on the Northern Railway, promotion is the rule on the Central, Southern and Western Railways. Other Railways have adopted a combination of both the methods *i.e.* direct recruitment and promotion in varying proportions. It would be desirable to ensure that the guidelines laid down by the Railway Board are enforced uniformly. Direct recruitment is made through the Railway Service Commission from candidates with the basic qualification of Matriculation. The ASMs are trained for a period varying from 7 months to 14 months on different Zonal Railways before being given regular assignments. Here again, some measure of uniformity would appear to be

desirable. 25% of the vacancies in the grade of Rs. 250-380 are filled by direct recruitment of Transportation apprentices from among graduates. Apart from the normal avenues of promotion in their own line, the ASMs/SMs are eligible, along with Guards, for posts of Transportation Inspectors, Yard Masters, Section Controllers etc.

104. The duties of ASMs/SMs differ according to the size and importance of the station to which they are assigned. At way-side stations, the Station Master is responsible for general supervision of the station as well as for train passing, yard or cabin duties and for commercial work. Generally, the minimum complement of a way-side station is one Station Master and two ASMs though in some cases, there is only one ASM besides the SM. The ASMs at such stations are required to perform not only train passing duties but also the combined duties of commercial staff, Signallers etc. At medium stations, the Station Master may not have to perform train passing or commercial duties directly but is responsible for supervision over yard staff, commercial staff, cabin staff etc. At large stations, the Station Masters have the assistance of Supervisors of various branches such as goods shed, booking office, trains branch etc. The Cabin ASMs work in cabins and their duties relate to train operation and shunting movements only.

105. The associations representing the Station Masters have complained about inadequacy of pay scales, multiplicity of levels and unsatisfactory percentage distribution of posts in the various scales.

106. A peculiar feature of the present grade structure of this group is the existence of parallel grades for ASMs and SMs with three common scales of pay. While on some Railways the ASMs continue in their own cadre and are considered for posts in the SM Group in scales of Rs. 370-475 and above only, on most of the Railways there is unrestricted mobility between the two groups with the ASMs sometimes coming in as SMs and then going back as ASMs in higher grades at more important station and *vice versa*. It seems to us that the grade and pay structure could be rationalised and simplified by providing for an integrated structure. We asked for the views of the Railway Board on this question and their reply was that the nature of work required a minimum of four grades of SMs and three grades of ASMs with two of the grades being common for both. In other words, the Railway Board's proposal amounts to five grades in all. In a memorandum submitted after oral evidence the National Federation of Indian Railwaymen (NFIR) has suggested a total number of five scales.

107. It has been criticised that the initial grade of ASM (Rs. 130/150-240) is not commensurate with the nature of duties and responsibilities involved. The pay scale, it is argued, does not take account of the working conditions of the ASMs who have to spend a considerable part of their career at way-side stations where they are subjected to uncommon

deprivations due to absence of basic civic amenities like schools and medical and recreational facilities. The position is aggravated by the fact that they are required to work night-shifts continuously for months. The departmental witnesses have stated that because of these factors, candidates of the right type were not being attracted. We also understand that the Commissioners of Railway Safety have repeatedly pointed out that knowledge of rules among this class of staff is not of the required standard.

108. We have considered the recommendations of the Railway Board and the NFIR regarding the number of grades required. We have also taken into account the difficult conditions of work of this category. Having regard to all these considerations we recommend the following scales of pay for ASMs/SMs.

Designation	Existing scale	Proposed scale
	Rs.	Rs.
Assistant Station Master Gr. III	130/150-240	330-560
ASM Gr. II/Station Master Gr. III	205-280	425-640
ASM Gr. I/Station Master Gr. II	250-280 335-425	455-700
Station Master Gr. I	370-475	550-750
Station Superintendent (Non-Gazetted)	450-575	700-900

109. The Station Superintendents are at present in two grades, viz. Rs. 450-575 and Rs. 590-900. The higher grade was sanctioned to the Station Superintendents of the bigger stations such as Howrah, Bombay V. T. and Delhi Junction on the recommendations of the Second Pay Commission who took into account various factors such as the number of trains dealt with, the number of staff supervised, volume of traffic handled and earnings realised and the importance of the stations from the public relations point of view. Based on similar considerations, five more stations viz., Mughal Sarai, New Delhi, Bombay Central, Ahmedabad and Madras Central have since been upgraded to Class II. With the steadily increasing pace of industrialisation, more stations might qualify for upgradation to gazetted status. We would suggest that Government might consider the feasibility of prescribing broad guidelines for deciding upgradation of stations to Class II. For the higher grade of Station Superintendents, we recommend the revised scale of Rs. 840-1200.

110. We now proceed to discuss the other demands of the SM/ASM category. A criticism voiced is that at a number of stations the SMs/ASMs are on the same scale of pay (Rs. 205-280) and that at a few stations the SMs are on a lower scale of pay than the Commercial Clerks over whom they exercise supervisor control. We feel that this situation should be looked into, and in the absence of cogent reasons for maintaining the *status quo*, this should be remedied as far as possible.

111. We understand that while the minimum complement of any station including a way-side station is one SM and two ASMs, there are about 1146 stations which are manned by one SM and one ASM only. This is because the staff at these stations are classified as "essentially intermittent" under the Hours of Employment Regulations. The effect of this classification has been that the Station Master performs day duty while the ASM is put on night duty continuously for months. We are informed that the Railway Accidents Enquiry Committee, 1968, had drawn pointed attention to this matter and made certain suggestions to mitigate the hardship. The Railway Board have recently decided that relief should be provided to the ASMs by rostering the SM on day duty for 3 weeks and the ASM on day duty for one week. These orders under which both the SM and the ASMs have to work night shifts during a period of a month, should afford considerable relief to the ASM. Further, we understand that the Railway Labour Tribunal 1969 (Miabhoj) has recommended that the hours of work for an ASM classified as "essentially intermittent" should be reduced from 75 hours per week to 72 hours or 60 hours depending upon the housing facilities provided. This is said to be under consideration of the Railway Board.

112. Another complaint is against direct recruitment of Transportation Apprentices and lateral induction of allied categories in the SMs cadre. The soundness of the intermediate recruitment system cannot be seriously questioned. It is restricted to 25% of the vacancies only and the Department have confirmed that it has had a leavening effect on the cadres concerned. The complaint against lateral entry into the grade is also without much substance, because a similar reciprocal facility for lateral entry into other categories is also available for the Station Masters.

Signallers

113. The designation, numbers, scales of pay and gradewise distribution of these posts are shown in the table below :

TABLE XIX

Designation	Scale of pay	Number	Percentage distribution
	Rs.		
Signallers	110-200	3,261	50%
Senior/Head Signallers	150-240	2,100	45%
Head Signallers/ Divisional Telegraphic Inspectors	205-280	162	5%
-do-	250-380	94	
Inspectors of Telegraph Traffic	335-425 370-475 450-575	11 4 2	
			On worth of charge
TOTAL :		5,634	

114. Initial recruitment of Signallers is made through the Railway Service Commission from persons who have passed the Matriculation Examination. The Signallers are divided into two categories viz. Traffic Signallers and Telegraph Signallers.

The candidates who are recruited as Traffic Signallers with higher medical classification A-2 are trained in telegraphy as well as transportation and commercial subjects, while the Telegraph Signallers are given training only in telegraphy. The training period varies from 3 to 6 months. As Signallers, the duties performed by the two categories are more or less identical. The Traffic Signallers are eligible along with Switchmen and Shunting Masters on some Railways, for appointment by selection to the grade of ASM (Rs. 130/150-240) and to higher grades in the ASM/SM's cadre. The Traffic Signallers who are not selected for the ASMs cadre and the Telegraph Signallers have an avenue of promotion in their own line as Head Signallers and Telegraph Inspectors. In addition, Signallers (Traffic and Telegraph) in the lower range are eligible for appointment to 66-2/3% of the vacancies in the grade of Wireless Operators (Rs. 150-300) and thereafter to supervisory posts in that line. Signallers when posted as Teleprinter Operators are entitled to a special pay of Rs. 15/- per month.

115. The main duties of Signallers are to receive and transmit messages in morse code. Certain Railway Telegraph Offices are utilised for receipt and transmission of public telegrams. In such cases, the Signallers handle such messages also. The Head Signallers, besides supervising the work of Signallers are also responsible for locating and rectifying both instrument and line faults. The Telegraph Inspectors are required to inspect the various offices to ensure their proper working and to investigate cases of delay in transmission of messages.

116. The demand of this category is for parity with the P & T Telegraphists in regard to pay scales and promotion prospects. The First and the Second Pay Commissions did not accept this claim. Our assessment also is that the claim is not justified for the following reasons. The period of training for the P & T Telegraphists is nine months as against 3 to 6 months for the Railway Signallers. The minimum speed requirements are 20 words per minute for the P & T Telegraphists as against 18 words per minute for the Railway Signallers (in both cases the messages being in plain morse). The P & T Telegraphists have to deal with public messages and their duties are on the whole more arduous on that account than those of Railway Signallers. We do not in conclusion think that there is a case for parity with the P & T Telegraphists and we recommend the following scales :

Designation	Existing scale	Proposed scale
	Rs.	Rs.
Signaller	110-200	260-430
Senior/Head Signaller	150-240	330-480
Head Signaller/Divisional Telegraph Traffic Inspector Grade II	205-280	425-600
Head Signaller/Divisional Telegraph Traffic Inspector Grade I	250-380	
Inspector of Telegraph Traffic	335-425	550-750
Inspector of Telegraph Traffic	370-475	
Inspector of Telegraph Traffic	450-575	
		700-900

117. We have also considered the question of grant of advance increments to the Railway Signallers as in the case of the P & T Telegraphists. The advance increments are granted to the P & T Telegraphists in consideration of their longer period of training and their having to operate in Hindi morse and teleprinter and English morse and teleprinter. These considerations do not apply fully to the Railway Signallers. We understand that the Railway Signallers are at present entitled to a special pay of Rs. 15 per month when they are appointed as Teleprinter Operators. We do not, therefore, think that any change in the present system is called for. It has also been impressed on us that internal relativities are more important in these two departments than external comparisons. This would also argue against any changes in the existing position.

118. The Signallers have also raised the question of inadequacy of the rate of pie-money which is given as an incentive to encourage the Signallers to clear more telegrams on a congested telegraph circuit. There are certain differences between the Railways and the P & T in regard to this incentive payment. On the Railways the existing rate is 1 paise for each message handled in excess of 80 messages sent or received in an 8-hour shift, a message being counted for every 30 words or part thereof. On the other hand, in the P & T the incentive rate is 2 paise per message over the prescribed norms of 200 messages per shift. The large difference in the two norms is explained by the fact that in the Railways, the messages being mostly departmental are usually long while in the P&T, the messages being public paid telegrams are usually short. It would follow *a priori* that the incentive for messages in excess of the norms should be the same.

119. We accordingly recommend that Government may consider raising the incentive rate in the Railways to the same level as is prevalent in the P&T.

Traffic Control Staff

120. The number of posts and scales of pay of this group are shown below : —

TABLE XX

Designation	Scale of pay	Number
	Rs.	
Section Controller Grade II	250-10-290-15-380 (The minimum starting pay is Rs. 270).	924
Section Controller Grade I	335-15-425	470
Deputy Chief Controller	370-20-450-25-475	354
Chief Controller	450-25-575	73
TOTAL :		1,821

121. 75% of the vacancies of Section Controllers, Grade II are filled by selection from the categories of ASMs/SMs, Assistant Yard Masters/ Yard Masters, Guards 'A' and 'B' and if necessary from Guards 'C' also and on some Railways from

Drivers Grade 'C'. The remaining 25% of the vacancies are filled by directly recruited graduate Transportation Apprentices. The serving employees are trained for about 6 to 8 months before being posted as Section Controllers. Appointments to higher grades in the cadre are made by promotion. The Deputy Chief Controllers (Rs. 370-475) and Chief Controllers (Rs. 450-575) can compete for posts of Yard Masters, Station Masters and Traffic Inspectors in corresponding grades. Besides, the Section Controllers are also eligible for promotion to certain "selection" posts in the other two traffic groups.

122. The Section Controllers control the movement of trains in their Sections covering a length of about 150 to 200 Kms and consisting of 20 to 25 stations. They are required to give instructions to the station and running staff regarding suitable crossings, precedences and various other matters such as shunting, loading and unloading, ordering of trains from adjacent marshalling yards etc. The Deputy Chief Controllers are responsible for coordinating the work of the various Sections and Power Controllers under them as well as for coordination with other senior supervisory staff such as Loco Foremen and Carriage and Wagon Foremen etc. The Chief Controllers are responsible for overall supervision, control and coordination and for effective utilisation of the rolling stock.

123. The Associations representing Section Controllers have complained that there has not been adequate appreciation of the arduous and taxing nature of their jobs. In comparison with Guards 'C' the emoluments of Controllers Grade II have not improved to the same extent since the time of the First or the Second Pay Commission. Similarly, while there have been frequent revisions in the pay scale of ASMs there have been no such improvements in the case of Controllers. In view of the substantial increase in the total emoluments of Guards due to upward revision of the rates of running allowance, Guards are increasingly reluctant to accept promotion as Controllers. The absence of reasonable promotion outlets is also stated to be a contributory factor in Guards and ASMs shying away from this cadre. There is reported to be fairly heavy stagnation in the Controllers' grade—22.9% of Grade II Controllers and 46.5% of Grade I Controllers have reached the maximum of their scale and are stagnating for two years or more.

124. The Second Pay Commission expressed the view that there need be only one grade of Controller. The Government, however, decided to retain two grades for the Controllers. During evidence we were told by the official witnesses that the work load in the vast majority of Control Sections was more or less uniform and there was only a small percentage of comparatively light charges. It appears that with the increase in the intensity of the traffic, various other facilities have been installed which, by and large, helped to ease the burden on the Controllers of Sections where the volume of traffic was very heavy. We were also told that the charge of the same Section may be held during different shifts by either Section

Controllers, Grade I or Section Controllers, Grade II. There was thus little justification for the continued retention of two grades for Controllers. The NFIR also has suggested that there should be only one grade. We are in agreement with this view. Having regard to the nature of duties and responsibilities and the recruitment and retention difficulties faced in this cadre we recommend a combined scale of Rs. 270-485 in existing terms for the Controllers Grade II and I. The amalgamation of the two grades of Controllers together with the improvement suggested by us in the maximum of the scale would not only relieve stagnation but also facilitate the movement of Guards into this cadre as there would be no serious drop in their emoluments. We recommend for Deputy Chief Controllers the scale of Rs. 450-575 in existing terms. As regards Chief Controllers, we recommend two scales of pay—a higher scale for the Chief Controllers posted at the divisional and zonal headquarters and a lower scale for the Chief Controllers posted at the outstation control offices. The duties of the former are of somewhat greater responsibility, as they help in decision making regarding imposition of operating restrictions, diversion of traffic and other important matters and they also issue instructions to the Chief Controllers posted at out stations. We recommend for the Chief Controllers posted at zonal and divisional headquarters the higher scale of Rs. 840-1200. For the Chief Controllers posted outside the zonal and divisional headquarters, we recommend the scale of Rs. 840-1040.

125. We thus suggest the following scales of pay for the Traffic control staff :

Designation	Existing Scale	Proposed scale
	Rs.	Rs.
Section Controller Grade II	250/270-380	470-750
Section Controller Grade I	335-425	
Deputy Chief Controller	370-475	700-900
Chief Controller (at Outstations)	450-575	840-1040
Chief Controller (at Divisional Headquarters and Zonal Headquarters).	450-575	840-1200

Trains Clerks

126. The staff in this group and their number, scales of pay and gradewise percentage distribution of posts are as follows :—

TABLE XXI

Designation	Scale of pay	Number	Percentage distribution
	Rs.		
Trains Clerks	110-3-131-4-155-EB-4-175-5-180	5,472	60%
Senior Trains Clerks	150-5-175-6-205-EB-7-240	3,154	36%
Head Trains Clerks Grade II	205-7-240-8-280	272	3%
Head Trains Clerks Grade I.	250-10-290-15-380	82	1%
TOTAL :		8,980	

75% of the vacancies in the lowest grade of Trains Clerks (Rs. 110-180) are filled by direct recruitment through the Railway Service Commission from matriculates. The remaining 25% of the vacancies are filled by promotion of Class IV staff belonging to the Operating Department. Apart from the normal channel of promotion in their own cadre, Trains Clerks are eligible for promotion to several allied categories viz. Guards Grade 'C' (31%), Shunting Masters (Rs. 130-200) and Yard Supervisors (Rs. 130-225/150-240) subject to their fulfilling the conditions of higher medical classification prescribed for such categories.

127. The duties of Trains Clerks are to maintain a record of the painted numbers and other particulars of wagons and coaches which enter and leave the station or yard and prepare way-bills containing full particulars regarding the composition, destination, route etc. of out-going trains. They have also to ensure that the trains are formed in accordance with the prescribed marshalling orders and safety rules. The Trains Clerks in higher grades are required to ensure smooth functioning of the trains branch and make out a periodical appreciation of marshalling yard statistics to pinpoint cases of undue detention, misdespatch etc. with a view to taking corrective action. Trains Clerks are also attached to Control Offices where they perform more or less similar duties.

128. The principal complaint of this category relates to disparity in pay scales and gradewise percentage distribution of posts and promotion prospects as compared to Office clerks on the one hand and other operating categories like Commercial clerks, Ticket Collectors on the other. They also complain that the exacting and strenuous nature of their work in all weathers under unfavourable working conditions has not been adequately reflected in their pay scales. The departmental witnesses during evidence agreed that there was a case for improvement in the percentage distribution of posts and reduction of the existing four levels to three.

129. We have given careful consideration to the above demands. We do not think that the demand for parity with the operating categories is justified, but we agree that the number of levels could with advantage be reduced. We accordingly recommend the following scales of pay for this category :

Designation	Existing scale	Proposed scale
	Rs.	Rs.
Trains Clerks	110-180	260-400
Senior Trains Clerk	150-240	330-480
Head Trains Clerk Grade II	205-280	425-640
Head Trains Clerk Grade I	250-380	

Transportation Inspectors:

130. The number and scales of pay of this group are given in the table below :—

TABLE XXII

Designation	Scale of pay	Number
	Rs.	
Assistant Transportation Inspector	205-7-240-8-280	71
Transportation Inspector Grade IV	250-10-290-15-380	122
Transportation Inspector Grade III	335-15-425	178
Transportation Inspector Grade II	370-20-450-25-475	151
Transportation Inspector Grade I	450-25-575	101
TOTAL :		623

25% of the vacancies of Transportation Inspectors in the grade of Rs. 250-380 are filled by Transportation Apprentices who are directly recruited from among graduates. The remaining 75% of the vacancies are filled by selection from various categories of staff such as Guards, Assistant, Yard Masters/Yard Masters, ASMs/SMs, Controllers, Assistant Transportation Inspectors etc. On some Railways, the Transportation Inspectors are also eligible for posts of Station Masters, Yard Masters and Controllers, apart from the normal avenue of promotion in their own cadre.

131. The Transportation Inspectors are responsible for all aspects of transportation work in respect of the Section allotted to them. A section normally consists of 20 to 25 stations spread over 150 to 200 Kms. They are primarily concerned with safety, accidents, detention to wagons and trains. They carry out regular inspections, examine and train all traffic staff connected with train passing duties and hold departmental and inter-departmental enquiries into minor accidents.

132. The main demands made by this category are that their scales of pay and promotion prospects should be improved and the number of grades should be reduced to two. The official witnesses during evidence suggested elimination of the grade of Assistant Transportation Inspector (Rs. 205-280) as the level has been found to be inadequate for effective performance of work. Taking all relevant factors into consideration we recommend the following scales for the Transportation Inspectors:—

Designation	Existing scale	Proposed scale
	Rs.	Rs.
Assistant Transportation Inspector	205-280	425-640
Transportation Inspector Grade IV	250-380	455-700
Transportation Inspector Grade III	335-425	
Transportation Inspector Grade II	370-475	550-750
Transportation Inspector Grade I	450-575	700-900

Movement Inspectors :—

133. The designations, numbers and scales of pay of this group are given in the table below :—

TABLE XXII

Designation	Scale of pay	Number
	Rs.	
Assistant Movement Inspector	205-7-240-8-280	73
Movement Inspector Grade IV	250-10-290-15-380	41
Movement Inspector Grade III	335-15-425	15
Movement Inspector Grade II	370-20-450-25-475	30
Movement Inspector Grade I	450-25-575	8
TOTAL :		167

All appointments are made initially to the grade of Assistant Movement Inspector (Rs. 205-280) by selection from various categories of staff of the Transportation department viz. Guards 'C', ASMs, Trains clerks and Wagon Chasers/Tracers. Higher grades are usually filled by promotion from within the cadre, though on some Railways the posts are also filled from the allied categories such as Yard Masters, Deputy Chief Controllers, Station Masters and Transportation Inspectors etc. We notice that the Transportation Apprentices are not inducted into this cadre at present.

134. We understand that the cadre of Movement Inspectors has been created recently, as with the growth of traffic and increasing emphasis on safety it was found that the Transportation Inspectors could not devote sufficient attention to the movement aspects of their work. The Movement Inspectors are attached to the Divisional and Zonal headquarters of the Operating branch and assist in clearing areas of congestion and in improving operating performance.

135. The substance of the demands of this category is that the existing five levels should be reduced to two and that the lowest grade of Inspectors should be in the scale of Rs. 250-380. During evidence the departmental witnesses expressed themselves in favour of abolition of the grade of Assistant Movement Inspectors and reduction of the existing number of grades of Inspectors to three. Having regard to the similarity in the nature of duties, conditions of work etc. we recommend that the movement Inspectors should be allotted the same scales of pay as for the Transportation Inspectors.

136. For the Wagon Chasers/Tracers (Rs. 150-240) who are generally promoted from the category of Trains clerks, we recommend the scale of Rs. 330-480. This scale will also apply to the posts of Wagon Movement Inspectors in the grade of Rs. 150-240 on the Northern Railway, as we are informed that these posts should properly have been designated as Wagon Chasers.

137. As we had doubts about the viability of this relatively small cadre we asked the Railway Board whether there would be any administrative

difficulty in amalgamating it with the main cadre of Transportation Inspectors or alternatively in treating these posts as ex-cadre posts, as it would facilitate selection of the best men from any of the traffic groups and would have the added advantage that those not found suitable could be returned to the parent cadre. We should like to record that the departmental representatives agreed to consider this suggestion.

Yard Staff :

138. The table below shows the designations, number and scales of pay of the Yard staff :

TABLE XXIII

Designation	Scale of pay Rs.	Number
Assistant Yard Master	{ 130-4-170-5-200- 5-225	917
	{ 150-5-175-6-205- 7-240	499
Yard Supervisors/Assistant Yard Master	{ 205-7-240-8-280 250-10-290-15-380	370 497
Yard Masters/Assistant Yard Masters.	335-15-425	130
Yard Masters	370-20-450-25-475	52
Chief Yard Masters	450-25-575	16
TOTAL :		2,481

The posts of Yard staff in the various grades unlike those of ASMs/SMs are created on the basis of worth of charge. There is no direct recruitment to posts up to the Rs. 205-280 grade which are usually filled by promotion of Yard staff namely, Shunting Masters, Shunting Jamadars and Train clerks in varying percentages on different Railways. 75% of the vacancies in the grade of Rs. 250-380 are filled by selection of suitable staff from the categories of ASMs and Guards and by promotion of Assistant Yard Masters in lower grades. The remaining 25% of the vacancies are filled by direct recruitment of Transportation Apprentices. Apart from the normal channel of promotion in their own hierarchy, the yard staff are eligible for promotion to the allied categories of Controllers, Station Masters and Transportation Inspectors on some Railways which follow the pooling arrangements for such categories.

139. The Assistant Yard Masters/Yard Supervisors are responsible for general supervision and efficient working of their portion of the yards. The Yard Masters in higher grades are responsible for overall coordination between the various wings within a yard as also with the connected service units viz. loco sheds, train examining depots etc. Their primary responsibility is for the correct receipt, formation and despatch of trains, avoidance of undue detentions and congestion in the yard.

140. The yard staff have argued that the nature of their work is intensive and strenuous; it has to be carried on in the open under inclement weather conditions and involves risk to life and limb. Their

complaint is that the traditional parity that existed between the lowest grade of ASM and AYM was disturbed when the scale of pay of the former was revised from Rs. 130-225 to Rs. 130/150-240 with effect from 1st April, 1964 without corresponding revision of the AYM scale also. They have also drawn attention to the absence of reasonable promotion outlets compared to the ASMs/SMs for whom a gradewise percentage distribution of posts has been prescribed.

141. On the question of pay scales, grade structure and percentage distribution of posts, we are of the view that there should be uniformity with the SMs cadre to the maximum extent possible. It seems to us that the duties of the lowest grade of AYM are no less responsible than those of the lowest grade of ASM though the nature of duties may be somewhat different. The differences are not, however, such as to justify a different rate of remuneration. We accordingly recommend for this category the same pattern of pay scales and grade structure as for the Station Masters, group. Marshalling Yards like Stations differ in size and importance and their proper gradation is important from the point of view of ensuring equitable correlation between the work content of the post and the pay scale attached. It is for the Railway Administration to prescribe proper criteria for such gradation.

142. We suggest that on the analogy of upgradation of certain posts of Station Superintendents to gazetted grade, Yard Masters in charge of certain important marshalling yards who have exceptional responsibilities comparable to those of gazetted Station Superintendents, should be given the same scale which we have recommended for the gazetted Station Superintendents.

Transportation Apprentices

143. The Transportation Apprentices are recruited to fill a maximum of 25% of annual vacancies in the categories of Section Controllers, Station Masters, ASMs, YMs, AYM, etc. in the scale of Rs. 250-380. The minimum educational qualification is a university degree. These Apprentices are trained for a period of three years and are thereafter absorbed in one of the three groups, namely, Control Group, Yard Group or Station Masters, group. Their subsequent advancement to the higher grades lies in the group to which they are initially appointed.

144. During evidence the association representing Transportation Apprentices complained that the hopes held out to them for promotion to gazetted cadre within 10 to 15 years of service had not been fulfilled. On the other hand, both the Railway Federations and the Associations representing Station Masters, Yard Masters etc. have complained that their promotion prospects have been adversely affected by the lateral induction of direct recruits into higher grades. We are of the view that in the interest of efficiency of the public service, not only should such intermediate recruitment continue but also the direct recruits should be put on a faster track. We

accordingly recommend that after completion of training these Apprentices may be absorbed in the scale of Rs. 455-700. We have taken pains to ensure that the direct recruitment entry grade is the same in both the Transportation and Commercial departments.

145. *Shunting Staff*.—The categories comprised in this group are Shunting Masters and Shunting Jamadars. Their numbers and scales of pay are given in table below :

TABLE XXIV

Designation	Scale of pay	Number
	Rs.	
Shunting Master 'A'	130-4-170-5-200	398
Shunting Master 'B'	125-3-131-4-155	160
Shunting Jamadars —		
Shunting Jamadars/Gunner	105-3-135	3,475
TOTAL :		4,033

146. The Shunting Masters/Shunting Jamadars generally work under the guidance of the AYMs or Yard Supervisors and are assigned a specified area or part of the goods yard such as goods shed, sick lines, transshipment yard etc. They are responsible for maximum utilisation of the shunting engine allotted to them and for proper sorting and formation of trains. They are assisted by three or four Pointsmen/Coupling Porters/Shunting Porters in carrying out their duties.

147. The normal channel of promotion of Shunting staff is :—

Pointsmen	to	Shunting Jamadar.
Shunting Jamadar/ Cabinmen Grade I.	to	Shunting Master 'B'
Shunting Master 'B'	to	Shunting Master 'A'
Trains Clerk		
(Rs. 110-180)		

148. We are advised that two grades of Shunting Supervisors should be adequate to meet the needs of the marshalling yards. It appears that Cabinmen (Rs. 105-135) do not prefer to be posted as Shunting Jamadars even on promotion in view of the more difficult conditions of work prevailing in the yards. At present, the posts of Shunting Masters are filled almost entirely by promotion from the lower grades. It has been suggested to us that it would be worthwhile to attract Trains clerks to the posts of Shunting Masters 'A' in order to improve yard efficiency. Giving due weight to all factors we recommend the following scales of pay :—

Designation	Existing scale	Proposed scale
	Rs.	Rs.
Shunting Master 'A'	130-200	330-480
Shunting Master 'B'/Shunting Jamadar	125-155	225-350
Shunting Jamadar/Gunner	105-135	

Cabin Staff & Yard/Station Staff Class IV :

149. The Cabin group consists of the following categories :

TABLE XXV

Designation	Scale of pay	Number
	Rs.	
Levermen Grade II	75-1-85-2-95	3244
Levermen Grade I/ Cabinmen Grade II	80-1-85-2-95-3-110	5886
Cabinmen Grade I Switchmen Grade II	105-3-135	6607
Other Class IV : Pointsmen 'B'/Skid		
Porters	75-1-85-2-95	31768
Pointsmen 'A'	80-1-85-2-95-3-110	11802

150. The main functions of this group of staff relate to setting points and adjusting signals for the reception and despatch of trains and for shunting operations. There is no direct recruitment to the higher grades. The lowest grades are usually filled by promotion from the station porters (Rs. 70-85). For promotion to this group a person has to be at least literate and 3 to 4 weeks' training is also imparted in the traffic training schools.

151. *Levermen Grade II (Rs. 75-95)*.—They are posted to man small "goomties" in the yard etc. where the number of levers is not large and shunting moves are comparatively simple. They may be on the scale of Rs. 190-240.

152. *Levermen Gr. I/cabinmen Gr. II (Rs. 80-110)*.—They are deputed to man Central cabins at way-side stations under the direct supervision of the ASM on duty. We understand that they are also being posted at junction stations and hump cabins. In cases of this nature where incidence of shunting is very high, the posts may even be held by Cabinmen Grade I. For this category we suggest the scale of Rs. 200-260.

153. *Cabinmen Gr. I/Switchmen Gr. II (Rs. 105-135)* They are posted at cabins where they are required to work independently without direct supervision of the ASM on duty. Their duties are to maintain certain documents regarding movement of trains and to certify complete arrival of trains by exchange of private numbers with the Station Master on duty. We recommend the scale of Rs. 225-308..

154. *Switchmen Gr. I (Rs. 125-155)*.—They are employed in double line sections at way-side stations where lock and block line-clear instruments are installed. Occasionally they also work on single line Sections where tokenless block instruments have been provided. They are required to manage all line-clear operations independently and relieve the ASM on duty of line-clear work. On this ground

they have claimed parity with ASMs. We are not satisfied that this claim is tenable as the ASMs are not only qualified in train-passing duties but also in telegraphy and commercial work. Moreover, ASMs are usually posted at important cabins—generally at junction stations—where shunting and train movements are of greater complexity. At the same time we recognise that the level of duties and responsibilities of Switchmen justify a substantial improvement in the maximum of their scale. We accordingly recommend that they should be given the scale of Rs. 260-400.

155. Another demand of this category is for relaxation of age limit for promotion as ASMs. At present Switchmen who are matriculates and below the age of 43 are eligible for selection as ASMs to the extent of 10% of the vacancies. We think that there is a case for raising the age limit as well as the promotion quota.

156. *Pointsmen 'B'* (Rs. 75-95).—Their main duties are to set points, pilot trains and man small lever cabins frames, etc. In the yards they assist the shunting jamadars by coupling and uncoupling wagons and coaches and exhibiting hand signals. They are required to place skids for checking the speed of rolling wagons in the hump yards where they may be designated as skid or brake porters. No change in their relative position has been specifically asked for nor do we think that any change is necessary. We recommend that they should be given the scale of Rs. 190-240.

157. *Pointsmen 'A'* (Rs. 80-110).—Their duties are more or less similar to those of Pointsmen 'B' except that their charge is comparatively more important. We consider that their duties do not call for an upgrading of the posts and we recommend for them the scale of Rs. 200-260.

158. There are a number of other miscellaneous categories of traffic staff such as Mashalchies or Lampmen, Station Porters, Badge Boys, Box Boys etc. They are in the standard unskilled scale of Rs. 70-85. We recommend that they should be placed on the revised scale of Rs. 185-220.

VI. RUNNING STAFF AND RUNNING ALLOWANCE

159. The running staff in the Railways are broadly classified as Loco and Traffic running staff. Loco running staff include the categories of Drivers 'A', 'B' and 'C' grades, Motormen, Shunters 'A' and 'B' grades, First Firemen 'A' and 'B' grades, Second Firemen, Diesel Assistants and Assistant Drivers (Electrical). Traffic running staff consist of Guards 'A', 'B' and 'C' grades and Brakesmen.

160. Loco staff are employed for working steam, diesel and electric engines. Generally, 'A' Grade Drivers and Guards work mail and express trains; Grade 'B' staff work passenger and parcel express trains; and goods trains are in the charge of 'C' grade

staff. The Motormen operate the electric multiple units in suburban train services. Shunters work shunting engines which operate within the limits of a locomotive shed or traffic yard only. On steam locomotives the drivers and shunters are assisted by firemen and those on diesel and electric locomotives on main line services are assisted by Diesel Assistants and Assistant Drivers (Elect.). Shunters working steam locos are usually assisted by one firemen, while Shunters operating diesel shunting engines and Motormen driving suburban trains are not assisted by anyone.

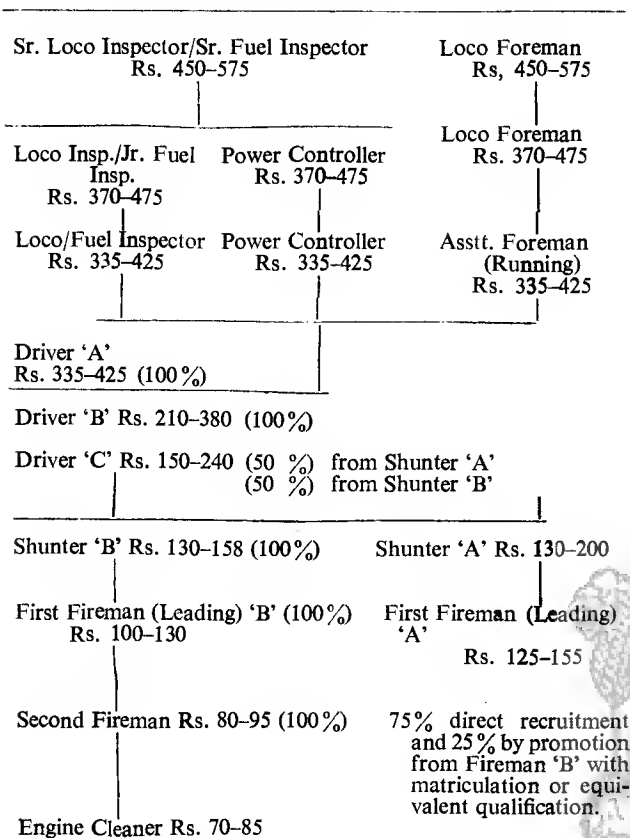
161. The total strength of running staff with their distribution in the various grades and categories is shown in the table below :

TABLE XXVI

Designation	Scale of pay	Number
	Rs.	
Loco Running Staff		
Drivers Grade 'A'	335-15-425	1096
„ Grade 'B'	210-10-290-15-EB-15-380	4341
„ Grade 'C'	150-5-160-8-240	14565
Motormen	210-10-290-15-320-EB-380	581
Shunters Grade 'A'	130-4-170-EB-5-200	2431
„ Grade 'B'	130-4-158	9203
First Firemen Grade 'A'	125-3-131-4-155	671
„ „ Grade 'B'	100-3-130	14286
Second Firemen	80-1-85-2-95	22759
Asstt. Drivers (Elec.)/ Diesel Assistants	125-3-131-4-155	608
TOTAL :		70541
Traffic Running Staff		
Guards Grade 'A'	205-7-240-8-280	913
„ Grade 'B'	150-5-175-6-205-EB-7-240	4611
„ Grade 'C'	130-4-170-EB-5-200-EB-5-225	10569
Brakesmen	100-3-130	2349
TOTAL :		18442

162. A diagram showing the sources of recruitment and the promotional avenues of loco running staff is given below :

Diagram showing the channel of promotion of Drivers, Shunters and Firemen



NOTE : The percentages shown in brackets indicate the percentage of posts filled by promotion.

163. Second Firemen belong to Class IV category and are promoted from the rank of literate Engine Cleaners. They are eligible for promotion as First Firemen Grade 'B' subject to their passing a qualifying examination. First Firemen Grade 'A' are recruited from two sources; direct to the extent of 75% and by promotion from Firemen 'B'/Second Firemen to the extent of remaining 25%. For direct recruits the minimum educational qualification is Matriculation; for promotees the educational qualification is high school completed with age being relaxed up to 35 years. Direct recruits undergo training for two years and promotees from First Firemen 'B' for 4 to 8 months. First Firemen Grade 'B' have also an additional avenue of promotion as Shunters Grade 'B' and thereafter as Drivers Grade 'C'. First Firemen Grade 'A' have a separate avenue of promotion as Shunters Grade 'A' and from there as Drivers Grade 'C'. Thus, First Firemen Grade 'A' and 'B' have two parallel channels of promotion upto Drivers Grade 'C' where they converge. The classification of First Firemen and Shunters into Grades 'A' and 'B' is mainly with reference to the channel of their recruitment and promotion. The posts of Driver

Grade 'C' are filled in equal proportion from the categories of Shunters A & B. Drivers 'C' are in turn eligible for promotion as Drivers Grade 'B' and 'A' on the basis of selection. Besides promotion in their own hierarchy drivers have a channel of promotion to posts of Loco Inspectors, Fuel Inspectors, Power Controllers and Loco Foremen.

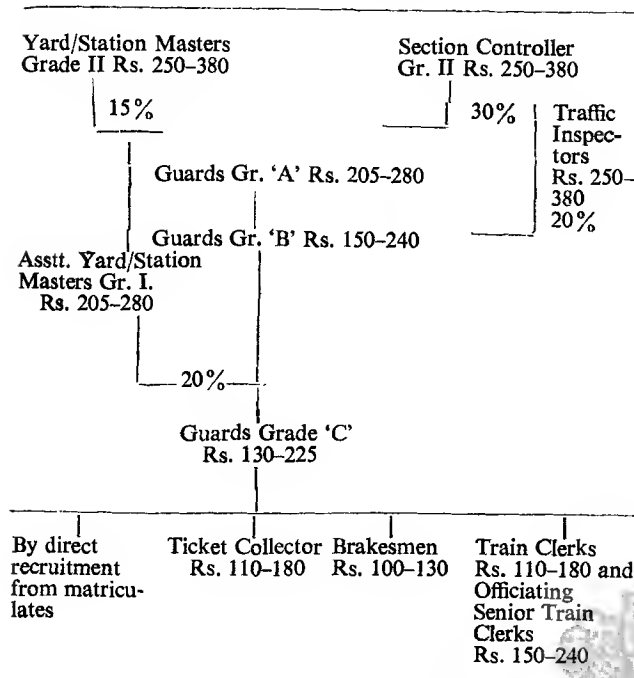
164. The Assistant Drivers (Electrical) are selected direct in the scale of Rs. 125-155 from candidates who have passed the Matriculation examination. They are given training for a period of 18 months. As regards Diesel Assistants, there is no direct recruitment to this grade, the posts being filled by promotion of First Firemen provided they possess the requisite educational qualification of Matriculation. As regards Motormen the method of recruitment varies in different railways. In the Western Railway, the Motormen are directly recruited from among Matriculates and trained for a period of 4 years after which they are absorbed in the grade of Rs. 210-380. On the other railways, the Motormen are promoted from the category of Drivers Grade 'C' (Electrical) and thereafter they seek promotion to higher grades.

165. The duties of Second Firemen are to break and trim coal, clean the engine cab and provide general assistance to the driver and First Fireman. Both First Firemen A & B perform similar duties and are in fact interchangeable. The duties of First Fireman are to inject water into the boiler and shovel coal into the fire box in the most economical manner with a view to maintain requisite steam pressure. They are also required to keep a lookout for signals and obstructions on the permanent way. Shunters A & B also perform similar duties and are generally in charge of shunting engines within loco sheds or traffic yards limits.

166. The posts of Brakesmen are filled on the basis of a test by promotion from Class IV Transportation staff such as Levermen, Cabinmen, Pointsmen who have studied upto the Middle School Standard. Brakesmen are eligible for promotion by selection in varying proportions on different Railways from 10% to 40% of the vacancies of Guards Grade 'C'. 22.1/3% of vacancies of 'C' Grade Guards are filled by direct recruitment from candidates who have passed Matriculation examination. There is a reserved quota of 31% for Train Clerks; the remaining vacancies are filled by promotion of various categories of staff such as Commercial Clerks, Ticket Collectors etc. in varying proportion on different Zonal Railways. The direct recruits are trained for a period of 6 weeks to 6 months before being posted as Guards 'C'. Guards 'C' are eligible for promotion as Guards 'B' on the basis of seniority-cum-fitness and Guards 'B' are promoted as Guards 'A' by selection. Apart from the avenues of promotion in their own line, Guards share with other Transportation staff posts of Section Controllers (30%), Traffic Inspectors (20%) and Yard/Station Masters in the Grade of Rs. 250-380 (20%). The following diagram

illustrates the position in regard to the recruitment and promotional avenues of Traffic running staff :

Diagram showing the channel of promotion of Guards and Brakesmen



167. The main duties of the Brakesmen are acceptance and delivery of packages, parcels and luggage and relay of signals from Guard to Driver. It is also their specific duty to assist the Guard during accident's and unusual occurrences. On certain railways Brakesmen are also provided on shunting and tranship goods trains to assist the Guards in performing shunting and loading and unloading of goods, packages etc.

168. The Guards are responsible for the safe and punctual working of the train. In the event of mishap or accident to a train, they have to take necessary steps for protection of line and property, succour to the injured and other relief measures.

169. The main demands of the different categories of the Loco Running Staff may be summarised as follows : The Second Firemen have claimed parity with First Firemen on the ground of identical nature of duties and responsibilities. A similar claim has been made on behalf of First Firemen B *vis-a-vis* First Firemen A on the ground that there is no functional differentiation between the two grades of First Firemen. It has also been urged that the distinction between Shunter A & B grades should be done away with as the nature of duties and responsibilities is the same. In the case of Drivers it has been proposed that their categorisation on the basis of classification of trains should be dispensed with and either there should be only two grades of drivers, namely Grade A for Mail/Express and long distance passenger trains and Grade B for short distance Passenger, Parcel and all other goods trains or there should be a grade-wise percentage distribution of posts as provided at

present for certain other categories of staff. On behalf of Motormen (particularly those on the Western Railway), it has been represented that they have little or no promotional outlet and that their pay scales should, therefore, be raised to the level of Driver 'A' grade.

170. The Railway Board have stated that there is a clear distinction between the duties and responsibilities of Second Fireman and First Fireman; it is likely that the Second Fireman may occasionally perform the duties of the First Fireman for a short stretch with a view to qualifying himself for eventual promotion as First Firemen. But, this by itself cannot give rise to a claim for equation with First Fireman. In this view of the position, we reject this demand.

171. The First Firemen are in two grades but their duties are similar. The retention of these two grades with different pay scales had been justified on account of the need to recruit First Firemen from two sources, one direct from matriculates and the other from Second Firemen who, in turn, are promoted from the semi-literate category of Engine Cleaners. Direct recruitment is considered to be essential for manning the higher posts of Drivers as well as supervisory posts in the Loco branch, e.g., Loco Inspectors, Fuel Inspectors, Loco Foremen and Power Controllers. A single grade of First Firemen would not make it possible for the direct recruits to rise quickly at a comparatively young age to positions of responsibility. We feel that the present arrangement, which is dictated by practical necessities in the interest of maintaining operating efficiency, should not be disturbed.

172. The Shunters also are in two grades, there being no difference in their duties and responsibilities. The arguments for and against two grades of Shunters run on similar lines to those of two grades of Firemen. We are of the opinion that the existing two grades for Shunters should continue for broadly the same reasons as mentioned in the case of First Firemen.

173. The complaint of the Drivers against their present grade structure on the basis of classification of trains has been made in the context of inadequate promotion prospects. The Drivers 'C' represent 71%, Drivers 'B' 24% and Drivers 'A' 5% of the total number of drivers on Indian Railways. The position in regard to Guards is more or less similar. The issue regarding promotion prospects of both these categories and reclassification of certain trains as Mail and Express trains for the purpose came up before the Railway Labour Tribunal, 1969, which recommended that all long distance and inter-divisional passenger trains should be upgraded to Grade 'A' provided the total run is not less than 250 KMs. This recommendation if accepted by the Government would substantially satisfy the demand of Drivers and Guards. Apart from this, we are of the opinion that the present classification is quite rational and cannot be seriously questioned.

174. Motormen on the Western Railway alone are directly recruited and after a training period of 4 years are appointed to the grade of Rs. 210-380. On the other hand in other Railways the directly recruited First Firemen 'A' or Assistant Elect. Driver/Diesel Assistant with the same basic qualifications take 10-15 years to reach this grade as they have to pass through the grades of Shunter and Driver 'C'. It is also to be noted that the Second Pay Commission had recommended for Motormen the scale of Rs. 205-280. This was subsequently improved by the Railway Board to Rs. 210-380 with effect from 1-8-63. The Motormen in the Western Railway can therefore have no legitimate grievance. In any event their promotional prospects are likely to be improved with the electrification of the main line service. The demand for parity with Drivers Grade 'A' is unacceptable as the duties of Drivers Grade 'A' are far more arduous and responsible than those of Motormen.

175. The main demand of Brakesmen is that there should be two grades; a higher grade for those who work on long distance Mail and Express trains and a lower grade for those who work on other trains including goods trains with a view to improving their promotional prospects. The demand in fact amounts to restoration of the position obtaining prior to 15-8-57 when there were two grades for Brakesmen. The two grades were amalgamated as there was no functional difference between them. Moreover, Brakesmen have access to certain proportion of the vacancies of Guards 'C'. For these reasons we do not accept the demand.

176. The Guards have demanded that the old parity in the pay scales of A.S.Ms. and Guards Grade 'C' which was disturbed in favour of the A.S.Ms. with effect from 1-4-64 should be restored. They have also demanded that there should be parity between the traffic running staff and loco running staff in regard to pay scales. Yet another demand is that the existing differential between the pay scales of Guards 'C' and Guards 'B' and between Guards 'B' and Guards 'A' is too small and does not reflect the differences in the character of duties nor does it confer significant benefit on promotion.

177. The claim of Guards 'C' for being equated with A.S.Ms. was rejected by the Railway Labour Tribunal, 1969 after detailed examination of all aspects. We do not see any reason to deviate from the findings of the Tribunal on this issue. As regards parity in pay scales between Loco and Traffic running staff we feel that the duties of these two categories are quite dis-similar and the responsibilities of the Loco staff who have a more direct and important role to play in regard to the running of the trains are distinctly higher.

178. The remuneration of the running staff on the Indian Railways and elsewhere consists partly of the basic pay and partly of an allowance (generally called 'running allowance') based on the quantum of work performed as measured by kilometers of 'running

duties'. The present rates of running allowance are as follows :

(A) *Running Allowance rates in respect of staff booked by Mail, Express, Passenger, Parcel Express and Through Goods, Van and Shunting goods trains booked or ordered to run from terminal to terminal and locomotive running staff of light engines on traffic account.*

	Rate per 100 KMs
	Rs.
Driver Grade 'A'	7.90
Driver Grade 'B' & Motormen	7.85
Driver Grade 'C'	7.80
Guard Grade 'A'	5.70
Guard Grade 'B'	5.65
Guard Grade 'C'	5.60
First Fireman Grade 'A'	5.20
Asstt. Driver (Elec.) &	
Driver's Asstt. (Diesel)	
First Fireman Grade 'B'	4.30
Second Fireman	4.20
Brakesman	3.50

(B) *Running Allowance rates in respect of staff booked by trains other than those mentioned under (A) above :*

	Rate per 100 KMs.
	Rs.
Driver Grade 'C'	6.90
Guard Grade 'C'	5.00
First Fireman Grade 'A'	4.70
Asstt. Driver (Elec.) &	
Driver's Asstt. (Diesel)	
First Fireman Grade 'B'	3.90
Second Fireman	3.80

(C) *Running Allowance rates in respect of Shunting Staff :*

	Rate per 100 KMs.
	Rs.
Shunter Grade 'A'	5.25
Shunter Grade 'B'	5.25
First Fireman Gr. 'A' on shunting engines (on W. Rly. only)	3.20
First Fireman Gr. 'B' on shunting engines (on W. Rly. only)	2.65
Second Fireman	2.50

NOTES : (1) In the case of Shunters and Firemen on shunting engines the rates prescribed above are applied after equating each hour's work from 'signing on' to 'signing off' to 15 KMs.

(2) While the rates shown under 'A' above include a built-in compensation for 'waiting duty allowance', those under 'B' do not include such compensation which is paid separately.

179. According to the information furnished by the Railway Board the average monthly running allowance and the total average monthly emoluments of the various categories of running staff are as follows :

Category	Existing Pay Scale	Existing Emoluments	Average Monthly Running Allowance	Total Average Emoluments	Percentage of Running Allowance to Existing emoluments
				(Cols. 3+4)	(Cols.3 & 4)
1	2	3	4	5	6
	Rs.	Rs.	Rs.	Rs.	
Driver Gr. 'A'	335-425	531-635	474	1005-1109	90-75
„ Gr. 'B'	210-380	406-576	353	759-929	90-60
„ Gr. 'C'	150-240	313-436	265	578-701	88-60
First Fireman 'A'	125-155	264-318	208	472-526	80-66
„ 'B'	100-130	212-269	172	384-441	82-65
Second Fireman	80-95	180-207	155	335-362	85-76
Shunter Gr. 'A'	130-200	269-363	157	426-520	60-44
„ Gr. 'B'	130-158	269-321	157	426-478	60-50
Guards Gr. 'A' i	205-280	368-476	370	738-846	100-80
„ Gr. 'B'	150-240	313-436	259	572-695	83-60
„ Gr. 'C'	130-225	269-421	240	509-661	90-57
Brakesman	100-130	212-269	175	387-444	82-65

These emoluments have been worked out on the basis of average kilometrage earned by the running staff in a month. The actual running allowance, however, varies on different Sections/Divisions/Railways and even for the same category it varies depending on individual performance.

180. In addition to the running allowance, running staff are entitled to a number of other allowances such as, overtime allowance, special compensatory allowances (such as allowance in lieu of running room facilities, outstation detention allowance, outstation relieving duty allowance), specially arduous running duty allowance, short trip allowance, and breach of rest allowance.

181. Running allowance is treated as pay for certain purposes in varying proportions. Thus, it is considered as pay to the extent of 75% of pay for the purpose of retirement benefits, leave salary, medical attendance and treatment and educational assistance. 60% of pay is added to grade pay for entitlement of passes and P.T.Os. 40% of pay is added to grade pay for fixation of pay in stationary posts and for payment of city compensatory and house rent allowances as also for recovery of rent of railway quarters. Though formerly 40% of running allowance was considered as pay for income-tax purposes, now only 10% of actual running allowance is reckoned as pay for this purpose.

182. The travelling expenses of running staff are reduced to a considerable extent by certain special arrangements. At outstations, they are provided with free running room facilities which consist of rooms furnished with beds and linen and toilet facilities. They are also provided with kitchens manned by cooks who prepare free of charge meals for running staff from rations brought by them or prepare meals for which charges are levied according to scheduled tariff. Box boys are also provided to carry boxes of the running staff from the trains to the running rooms and back.

183. There is some ambiguity as to whether the running allowance consists of an element of pay or incentive or both in addition to the element of daily allowance. The National Federation of Indian Railwaymen (NFIR) contended before the Railway Labour Tribunal, 1969 that the running allowance did not include any element of pay and that it represented only incentive allowance and travelling allowance. The Tribunal after reviewing the opinions expressed by the First and Second Pay Commissions, the Departmental Committees and the evidence submitted before it came to the conclusion that running allowance contained an element of pay. It found corroborative evidence for this decision in the practice of the Railways treating a substantial portion of the running allowance as pay for various purposes. The tribunal observed "Running Allowance is composed of a number of elements which it is difficult to

disentangle though it does contain, as all Hon'bles have remarked, a substantial portion of running staff's emoluments'. Two former Chairmen of the Railway Board stated before us that running allowance was primarily intended to act as an incentive for safe, punctual and expeditious movement of trains, and a former ex-Member (Mechanical), Railway Board, asserted that the purpose of the running allowance was to ensure regular and punctual attendance of the running staff for work at all times. No attempt has, however, been made so far to break down the running allowance into its separate constituents and work out the precise percentage of each. As already observed, the Railway Labour Tribunal did not find it possible to disentangle the various elements in the running allowance.

184. A Departmental Committee (Ashruff Committee—1968) which was appointed by the Railway Board to go into the system of running allowance recommended that "in future whenever the occasion arises to increase emoluments of running staff to accord with those of other staff, no increase should be made in the scales of pay and only the rates of running allowance be raised to the required level, so that there is better co-relation between emoluments and performance". In making this recommendation the Committee was influenced by the fact that any increase in basic pay would automatically increase the rate of overtime allowance and when the overtime rate is more favourable than the rate of running allowance, there was likely to be a tendency to slow down movement and increase time spent on the run. The Ashruff Committee's proposal would, however, completely distort the present relativities of running staff with comparable categories and could also lead to a lot of practical difficulties in computing pay for various purposes. We are not, therefore, in favour of this proposal.

185. The Railway Labour Tribunal, 1969, has questioned the objectives of the scheme of payment of running allowance, namely, to discourage any dilatory tendency on the part of the running staff as also to act as a spur on them to check dilatoriness on the part of the other operating staff. It felt that the kilometrage put in by a member of the running staff was not dependent upon his own effort only but was bound up with the effort of a large number of employees such as Cabinmen, Control staff, Yard staff and Station Masters. It observed that "it is equally odd that an employees' pay packet should be made to depend upon his ability to goad other staff in performance of duties for which that staff is paid, and which such staff is expected to perform in the normal course of its service. It is also odd that a regular worker should not receive a definite pay packet every month on the basis of service of the same kind rendered every month and that for rendering the same kind of service his pay packet should vary from month to month". The Tribunal, therefore, recommended that "the Railway Board should seriously consider abolition of the system (of running allowance) so far as future recruits are concerned and introduction of a pay scale for them which includes the pay element in running allowance and denudes running allowance of its entire pay element...".

S/5 Fin.—5.

186. We feel that the points raised by the Tribunal would, by and large, be applicable to all schemes of group incentives. And yet schemes of group incentive have been found to be acceptable both to the employees as also to the management. Such schemes have worked successfully both in Government organisations and outside, and have contributed significantly both to improved industrial relations and to higher productivity. The alternative of stripping the running allowance of its pay element thus cannot be accepted only on these grounds. Further apart from the impracticability of this proposal, the more important consideration is the possible impact of this proposal on the operating efficiency. There is no doubt that if the running allowance is reduced to a small fraction of the basic pay, the incentive to work rather than be absent, as well as the incentive to put in maximum effort while at work and to ensure the highest run for the train would be seriously eroded. The Running Staff Pay and Allowances Committee (RSPAC) 1948 was of the opinion that the requisite inducement would not be lost if the running allowances on an average ranged from 60% to 80% of basic pay for loco staff generally and from 40% to 50% of basic pay in the case of traffic running staff. At present the proportion of running allowance to existing emoluments (Pay+DA+DP+IR) varies from 60 to 90% and is, therefore, within the range prescribed by the RSPAC.

187. We feel that *status quo* in regard to rates of the running allowance should be maintained especially as we have not recommended any increase in the existing rates of daily allowance and have on the other hand suggested reduction in the rate of daily allowance where free accommodation is provided. The revised scales for the running staff should be the scales we have generally recommended as substitutes for such existing scales. This would preserve the existing internal relativities between the running staff *inter se* and between the running staff and other categories. At the same time, the essential character of running allowance as an incentive for improved attendance and performance would also be retained.

188. Before coming to actual pay scales, we would like to dispose of a suggestion that loco running staff working on the three different modes of traction *viz.*, electric, diesel and steam should be compensated differently. At present all these categories of staff are remunerated at the same rate in regard to basic pay as well as running allowance. In the course of his evidence a former Member of the Railway Board pointed out that there were compensating advantages and disadvantages for running staff working on the three different modes of traction. While those working on the electric and diesel locomotives are required to have better technical knowledge and reflexes, the conditions of working in steam locomotives are extremely trying. Further the Railways are passing through a transitional stage from steam to other modes of traction. The operating requirements demand frequent switching of running staff who are trained in two or three modes of traction from one mode to another. It would be difficult to provide this flexibility if pay scales and running allowances

of the running staff working different types of locomotives were different. We are therefore, of the view that any differentiation in the method of remuneration would be neither necessary nor administratively expedient

189. In accordance with the general approach indicated by us in earlier paragraphs we proposed to recommend substitute pay scales with minor adjustments in certain cases. For Drivers 'A', 'B' and 'C' grades, we recommend the corresponding new scales of Rs. 550-700, Rs. 425-640 and Rs. 330-560 respectively. The Motormen working electric-multiple-units should be in the same grade as recommended for Drivers 'B' i.e. Rs. 425-640. The First Firemen 'A' and 'B' and Second Firemen should be in the revised scales of Rs. 290-350, Rs. 225-308 and Rs. 190-240 respectively. We also recommend that Diesel Assistants and Assistant Electric Drivers should have the same scale as recommended for First Firemen 'A' i.e. Rs. 290-350. As regards Shunters 'A' and 'B', we recommend the corresponding revised scales of Rs. 290-400 and Rs. 290-350.

190. As regards Traffic running staff we feel that some slight improvements in the existing pay scales of Guards 'A', 'B' and 'C' are called for and recommend for them the scales of Rs. 425-600, Rs. 330-560 and Rs. 290-480 respectively. As for Brakesmen we have earlier rejected the demand for creation of two grades and we accordingly propose for them the substitute scale of Rs. 225-308.

191. It will be convenient to discuss in this section certain allied categories who are drawn mainly from the running staff. These are Power Controllers, Loco Inspectors, Fuel Inspectors and Loco Foremen. The numbers and pay scales of these categories are as follows:

TABLE XXVII

Scale of Pay	Power Con- trollers	Loco Inspec- tors	Fuel Inspec- tors	Loco Fore- men	Total
Rs.					
450-575	—	156	57	98	311
370-475	72	183	151	128	534
335-425	204	42	4	395	645
TOTAL	276	381	212	621	1490

192. *Power Controllers*.—They are responsible for coordinating the work between the control office and loco sheds and for arranging the supply of engines with the necessary crew. Recruitment to the lower grade is made usually by transfer on promotion of Drivers 'B' and 'C' grades. The posts of Power Controllers in the higher grade are filled by promotion from the lower grade.

193. The aggregate emoluments of Drivers 'B' & 'C' are much in excess of the total emoluments of Power Controllers and there is a marked reluctance on the

part of Drivers to accept these stationary assignments which do not carry the benefits of running allowance or travelling allowance. We understand that the Railway Board have issued instructions that the posts of Power Controllers should be filled by drawing staff from the fitting side (non-running staff) and also from medically decategorised staff. This does not, however, offer a complete solution to the problem as experienced drivers are considered preferable for these posts and the Railways are dependent on this category for meeting a substantial part of their requirements of the supervisory posts of Inspectors etc. On these considerations we think that improvement in the pay scales of Power Controller would be justified. We accordingly recommend that the existing scales of Rs. 335-425 and Rs. 370-475 should be revised to Rs. 550-750 and Rs. 700-900.

194. *Loco Inspectors and Fuel Inspectors*.—Loco Inspectors are responsible for monitoring of engines and crews and for efficient working of watering stations, etc. under their jurisdiction. The main functions of Fuel Inspectors are to fix and review targets of fuel consumption and ensure realisation of the targets with a view to achieving fuel economy. They are recruited from the drivers' category. There is reported to be difficulty in filling vacancies of these posts of Inspectors due to the unwillingness of drivers to accept transfer to stationary jobs where they will have to forgo their running allowance.

195. We feel that the existing three levels should be reduced to two as there is no appreciable difference in the responsibilities and duties of posts in the two lower grades. We recommend the following scales of pay for these posts:

Existing Scale	Proposed Scale
Rs.	Rs.
335-425	} . . . 550-750
370-475	
450-575	. . . 700-900

196. *Loco Foremen*.—Loco Foremen are in charge of Loco Sheds which differ greatly in size and importance. The duties of Loco Foremen cover a wide spectrum including supply of locomotives, mechanical maintenance, custody of stores, establishment and general work. They are responsible for control over locomotive usage, booking of running staff, maintenance of safety records and investigating the causes of accidents.

197. The posts of Loco Foremen are filled partly from Drivers Grade 'B' and partly from the Fitter Chargemen. There is also interchangeability between Loco Foremen and Loco/Fuel Inspector. The posts of Loco Foremen (Rs. 450-575) are promotion posts for Loco/Fuel Inspectors or Loco Foremen in Grade Rs. 370-475 and in exceptional circumstances they are also filled from Drivers 'A' grade who volunteer for such appointments. On the basis of their duties and responsibilities we, however, feel that there is strong justification for betterment in their pay scales.

We accordingly suggest that they should be placed on the following scales:—

Existing Scale	Proposed Scale
Rs.	Rs.
335-425	} 550-750
370-475	
450-570	
	700-900

198. In respect of these supervisory categories we would also recommend that a certain number of posts to be identified on the basis of their worth and importance (*i.e.* number of locomotives based and staff controlled etc.) and may be granted the higher scale of Rs. 840-1040 proposed by us for workshop supervisory staff.

VII. Civil Engineering Department

199. The Civil Engineering Department of the Railways is responsible for the construction and maintenance of the permanent way, bridges and structures. It has three principal branches, namely, Track, Bridges and Works.

200. The Department is manned by officers belonging to the Indian Railway Service of Engineers, which is an organised Class I Service. In each Zonal Railway the Chief Engineer is the head of the department. He is assisted by a number of officers in appropriate grades. The pay scales for the various grades of Engineering officers (both Class I and II) have already been dealt with in Chapter 14.

201. The main Class III and Class IV categories can be divided into the following broad groups:—

(i) Inspectorial Categories

- (a) Permanent Way Inspectors
- (b) Inspectors of Works
- (c) Bridge Inspectors

(ii) Drawing Office Staff

Draftsmen/Design Assistants/Estimators/Tracers

(iii) Engineering Workshop Staff

Foremen, Chargemen, Mistries, Highly skilled Gr. I & II, Skilled etc.

(iv) Permanent Way/Works/Bridge Mistries

(v) Class IV categories

Gangmen, Keymen, Mates, Trolleymen, Gate-men, etc.

202. We have already examined the pay scales of the first three categories in separate chapters. Here we will consider and suggest revised scales of pay for the remaining two categories mentioned above.

203. *Mistries (Works/permanent Way/Bridge)* : The number of staff in this group and their scales of pay are as follows :—

TABLE XXVIII

	Scale of pay Rs.	Number
Mistries Gr. I	150-240	2388
Mistries Gr. II	130-212	268
TOTAL		2656

204. The Mistries are out-door technical staff. They assist the Inspectors in supervising the work of artisan and field staff, keep control over the consumption of material and watch the progress of works. While the posts of Works and Bridge Mistries are filled by promotion of skilled artisan staff (Rs. 110-180), the posts of Permanent Way Mistries are filled by promotion of Permanent Way Gang-mates (Rs. 80-110) and Keymen (Rs. 75-95). 25% of the vacancies in the cadres of Assistant Permanent Way Inspectors and Assistant Inspectors of Works and 20% of the vacancies in the cadre of Assistant Bridge Inspectors are filled by selection from Mistries.

205. Even though two grades (Rs. 130-212 and Rs. 150-240) have been allotted to the Mistries, most of the Railways use only one grade (Rs. 150-240). We have already recommended upgradation of the workshop Mistries (Rs. 150-240) to the level of the highly skilled Grade I on the ground that at some places they supervise workmen in this grade and that their duties are of a responsible nature. These considerations do not apply in the case of all the Mistries in the Civil Engineering Department. We recommend that wherever the Mistries are required to supervise highly skilled Grade I workmen as a general rule or wherever the promotion to the grade of Mistries is made from highly skilled Grade II workers, these Mistries may be allotted the same scale as recommended for workshop Mistries, namely, Rs. 380-560. In all other cases, Mistries, whether in Rs. 130-212 or Rs. 150-240 grade, should be on the scale of Rs. 330-480.

206. It has been demanded on behalf of the Works Mistries that the direct recruitment quota to the grade of Assistant Inspectors of Works should be reduced from 75% to 50% on the ground that there are a large number of diploma holders among them. We are unable to accede to the demand because we feel that the direct recruitment quota should remain high. However, our general recommendation that

Items (i) and (ii) — Chapter 14

Item (iii) — Chapter 19

Government should consider relaxing the upper age limit for departmental candidates possessing the prescribed qualifications for direct recruitment should meet this demand and enable diploma holders to get into the higher grade.

207. *Class IV categories.*—The Class IV categories, which are peculiar to this department, are as follows:—

TABLE XXIX

	Scale of pay Rs.	Number
Gangmen	70-1-85	1,21,507
Senior Gangmen	75-1-85- EB-2-89	27,332
Keymen	75-1-85- EB-2-95	12,764
Gangmate/Permanent Way Mates	80-1-85-2- 95-EB-3- 110	11,596
Gatemen	70-1-85	10,827
"	75-1-85- EB-2-89	836
Trolleyman	70-1-85	8,427
Head Trolleyman	75-1-85- EB-2-89	3,246
TOTAL		1,96,535

208. *Gangmen.*—Their duties relate primarily to the maintenance of the permanent way. 30% of the total number of posts of Gangmen have been placed in the higher grade for the purpose of reducing stagnation. The duties of Gangmen, Gatemen and Trolleyman are interchangeable and they have a combined seniority for promotion as Senior Gangmen, Head Trolleyman and Senior Gatemen, but only Senior Gangmen are eligible for promotion as Keymen (Rs. 75-95) and subsequently as Gangmates (Rs. 80-110).

209. Both the Railway Federations have claimed that the duties of Gangmen are strenuous. They further contend that their work cannot be classified as unskilled in as much as they have to be familiar with the correct method of placing detonators at prescribed distances from the site of obstruction and the use of hand signals. The Federations have also claimed that Gangmen have to work under all-weather conditions and live far away from towns and at places where even medical facilities cannot reach them.

210. The National Federation of Indian Railwaymen (NFIR) raised an issue before the Railway Labour Tribunal 1969 (Miabhoy Tribunal) that all Gangmen in the Civil Engineering department of the Railways should be granted an arduous duty allowance of Rs. 3/- per month. The Tribunal recently decided that the work of Gangmen could not be regarded as exceptionally arduous or heavy and rejected the claim for an arduous duty allowance. In considering the claim for arduous duty allowance the Tribunal

proceeded on the criteria laid down by the Second Pay Commission that additional remuneration in the form of special pay of Rs. 3/- per mensem may be given to workers whose work is exceptionally heavy or whose normal duties involve special processes or hazards such as those of chemical process workers or of employees who have to handle explosives.

211. Taking into consideration all relevant factors, we recommend the scales of Rs. 185-220 and Rs. 190-232 for Gangmen and Senior Gangmen, respectively.

212. Another demand relating to Gangmen is that there should be an increase in the existing rate of night patrolling allowance (20 paise per night) which is paid to the Gangmen who are detailed for carrying out night patrolling of the track during the monsoon season. Since the night patrol work is in lieu of the normal day work and is relatively light and the Gangmen are also entitled to night duty allowance, we do not find any justification for increasing this allowance.

213. *Keymen.*—Their main duties are to inspect on foot their entire beat once a day and rectify defects which they notice. If the defects are serious, it is their duty to protect the line in accordance with the safety rules and inform the Gangmate.

214. The NFIR in its reference to the Railway Labour Tribunal, 1969 had demanded for the Keyman a scale of Rs. 80-110, instead of the present scale of Rs. 75-95, consequential to their demand for revision of the scale of pay of Gangmates to the skilled grade. The Tribunal has decided that on a consideration of their duties and responsibilities the pay scale of Keymen should be Rs. 75-110. The Tribunal has observed that a Keyman performs the duties of a Gangmate for at least 52 days in a year and perhaps more when his mate is on leave or absent for some reason. Therefore, a Keyman is more or less a mate in embryo. We are in agreement with this assessment of the Keymen's work. We, therefore, recommend that they should be allotted the scale of Rs. 200-260.

215. *Gangmates.*—They supervise the work of a group of Gangman numbering 12 to 14 on the average. They are promoted from Keymen on the basis of a test and are eligible for promotion as Permanent Way Mistries.

216. The NFIR made a claim before the Miabhoy Tribunal that Gangmates should be raised skilled grade. The Tribunal while not accepting the claim in its entirety recommended a lower scale of Rs. 105-135. According to the Tribunal the existing scale does not reflect correctly all the burdens which a mate at present carries while maintaining the railway track. We agree with the assessment of the Tribunal that a Mate is both a supervisor and a worker, and that his work involves responsibility and taking spot decisions in cases of emergency. We, therefore, recommend the scale of Rs. 225-308 for the Gangmates.

217. *Gatemen*.—They are in two scales of pay—Rs. 70-85 and Rs. 75-89. Those on the higher scale of pay hold charge of more important level crossing gates. Their main duties are timely operation of gates in accordance with safety rules, maintenance of the road portion within the gate, lighting up gate signals and protection of the line in case of any mishap etc. The All India Railwaymen's Federation (AIRF) has represented that the work of Gatemen is of a responsible nature and that they should be placed in the category of semi-skilled workers as they are required to have knowledge of safety rules. The duties of Gatemen cannot be regarded as more arduous or skilled than those of other workers in the allied groups and we do not consider that there is a case for upgrading them. We accordingly recommend that they may be on the revised scales of Rs. 185-220 and Rs. 190-232 corresponding to the existing scales of Rs. 70-85 and Rs. 75-89.

218. The main complaint of this category is about their classification as 'excluded' under the Hours of Employment Regulations. We have not considered this matter as it has recently been examined by the Railway Labour Tribunal, 1969.

219. *Trolleyman and Head Trolleyman*.—The duties of Trolleyman are to maintain and push the trolley including placement on and removal from the track. The Head Trolleyman are required to know the rules for the operation of the trolleys on the line.

220. The NFIR demanded upgradation of the pay scales of Head Trolleyman to Rs. 75-95 before the Miaboy Tribunal who rejected the proposal. The Tribunal argued that even if a Head Trolleyman performs certain duties other than those performed by an ordinary Trolleyman, such additional duties are sufficiently remunerated by a higher start and a higher end in the present pay scale. We endorse their views and recommend for the Trolleyman and Head Trolleyman the scales of Rs. 185-220 and Rs. 190-232.

VIII. Mechanical Engineering Department

221. This department is responsible for the periodical overhaul and repair and maintenance of the rolling stock and other items of plant and equipment. For this purpose, it has a number of workshops which in addition to normal repairs, undertake manufacture of spare parts and wagons, coaches etc. The department is also responsible for supply of motive power and for economy in fuel consumption. The gradual extension of diesel traction has also added to its responsibilities.

222. The posts of Chemists and Metallurgists (Class I & II) also belong to this department and they have been discussed earlier in this Chapter.

223. Class III employees in this department may broadly be divided into the following groups: (i) Workshop and open line artisan and supervisory staff, (ii) other engineering and supervisory categories viz. Train Examiners, Draftsmen, Power Controllers, Loco Foremen, Loco, Fuel and Boiler Inspectors etc.

and (iii) Marine staff. All these categories have been dealt with in separate chapters or with the common categories.

IX. Signal & Telecommunication Department

224. This department installs and maintains train signalling appliances and telecommunication equipment, and also manufactures some of the equipment in the Signal Workshops. The role of this department in railway operation has steadily grown in recent years on account of rapid advances in telecommunication and other technological innovations. In order to cope with increased traffic, the present trend is to achieve more intensive utilisation of the permanent way by using modern telecommunication and signalling devices, instead of undertaking expensive civil engineering works such as doubling or quadrupling of lines. Some of the modern devices adopted are route relay interlocking, panel interlocking, track circuits, automatic block signalling and use of multi-channel micro wave links. This trend is likely to continue in the foreseeable future, and the department can be expected to play an expanding role.

225. The Head of the department is the Chief Signal and Telecommunication Engineer. The Class I officers belong to the Indian Railway Service of Signal Engineers.

226. The Class III staff may broadly be divided into the following groups:—

- (a) Inspectorial staff namely, Electrical Signal Inspectors, Block Signal Inspectors and Telecommunication Inspectors. The first two categories are responsible for maintenance of all electrical/mechanical signalling equipment and the third category is responsible for installation and maintenance of both wireless communication equipment and land lines;
- (b) Non-supervisory maintenance staff viz., Signal/Telecom/Wireless Maintainers in skilled and highly skilled grades;
- (c) Wireless traffic staff;
- (d) Workshop supervisory and artisan staff;
- (e) Categories common to all other departments.

227. The Inspectorial, workshop and common categories have been considered in separate chapters. In this Section we propose to deal only with the Maintainer group and the Wireless Operators.

228. *Signal and Telecommunication Maintainers*.—The main functions of this category relate to maintenance of equipment like block instruments, track circuits, teleprinters, micro-wave communication, telephone exchanges, etc. The pay structure of the staff conforms to the pattern of Railway workshop staff. We recommend that the existing system should continue and the maintenance staff should be given the same scales of pay as recommended for workshop staff in Chapter 19.

229. We notice that there is direct recruitment for electrical signal maintainers at two successive levels and for telecommunication/wireless maintainers at three such levels. During evidence the official witnesses explained that this practice was adopted due to dearth of capable men in the lower grades of these categories. While we appreciate the practical difficulties, we feel that the need for providing adequate promotional prospects as an incentive for staff in lower grades should also be kept in view and training schemes should be initiated for training departmental staff for filling higher grade posts.

230. It has been represented on behalf of the Maintainers that there is need for job evaluation and upgradation of their posts due to the continuous advance of signalling and telecommunication technology. It has also been pointed out that on the Southern Railway all mechanical signal maintainers are in the grade of Rs. 110-180 whereas in other Railways, they are on higher grades also. We understand that certain recommendations in this regard by a departmental Committee are already under consideration and will be implemented soon.

231. The Signal Maintainers have also made a grievance of the fact that they are required to be on 'call duty' to attend to failures at night time.

It is claimed that the incidence of such calls during off duty hours is far heavier in the case of the Signal department than in the case of other departments justifying a special 'call duty' allowance. Occasional duties of such nature would have to be deemed as incidental to normal service in the S&T Department; they are quite frequent in many other branches of governmental activity and in public utilities. Daily allowance, night duty allowance and overtime to which the staffs are entitled should be considered sufficient compensation for any inconvenience or curtailment of rest etc. A separate allowance for such duties is not, therefore, justified.

232. *Wireless Operators.*—The Wireless Operators are responsible for receiving and transmitting messages over the Railway wireless system. They are also responsible for proper maintenance and rectification of minor defects in the wireless equipment. One-third of the vacancies are filled by direct recruitment from candidates who are matriculates and possess a certificate of competency in morse and wireless telegraphy. The remaining two-thirds of the vacancies are filled by promotion of departmental candidates from the categories of signallers, wireless signal clerks and teleprinter operators. Selected candidates are given one month's training in the case of direct recruits and 3 months' training in the case of promotees.

233. The main demand of the Associations on behalf of this category is for parity with their counterparts in other departments in regard to opportunities for advancement. The comparative position in various departments is set out in the following table :—

TABLE XXX

Department	Designation	Number	Scale of Pay	Method of recruitment	Qualification	Remarks
1	2	3	4	5	6	7
			Rs.			
Railways	Wireless Operators	818	150-300	33½% Direct Recruitment 66½% Promotion	Matriculation + Certificate of Competency in morse and wireless telegraphy	
	Wireless Traffic Inspectors/ Supervisors	150	210-380	By promotion on seniority		
	Chief Wireless Inspectors	16	335-485	By promotion by selection		
	Chief Wireless Inspectors	7	450-575	By promotion by selection		
P & T	Wireless Operators	364	150-300	60% Direct recruitment 40% promotion	I. Sc. or 1st year of degree course or Engineering Diploma	Promotional avenue to 10% of vacancies of Eng. Supervisor (Rs. 180-380) to be shared with 3 other categories.
	Wireless Operators (Selection Grade)	28	270-350 (25%)	By promotion on seniority		

1	2	3	4	5	6	7
Department of Civil Aviation	Radio Operator	496	150-300	100% direct recruitment	Matric with speed of 22 words per minute plain language and 18 groups per minute letter cypher and figures.	
	Radio Operator (Selection Grade)	165	270-350 (25%)	By promotion on seniority		Promotional avenue to Communication Assistants
	Communication Assistant	199	270-440			Rs. 270-440 (75% on seniority and 25% by departmental test)
Directorate of Coordination (Police, Wireless)	Wireless Operator	264	150-300	100% direct recruitment	Matriculation + Certificate of Competency in Wireless telegraphy	
	Wireless Supervisor	33	210-425	By promotion		
	Communication Assistant	5	250-530			
	Senior Supervisory Officer	1	325-575			

234. It will be seen from the above table that there is uniformity in the basic scale of Wireless Operators in all the departments, but while the P&T and Civil Aviation Departments have Selection Grades, the Railways and Ministry of Home Affairs have introduced higher promotional grades. There are, no doubt, differences in promotion prospect arising from differences in the grade structure and complements but the disparities do not appear to be so wide as to call for changes in the existing position in the Railways. It has to be remembered that while the Second Pay Commission had recommended a lower scale (Rs. 130-280) for Railway Wireless Operators, this was subsequently revised by the Railway Board to Rs. 150-300 to bring it on par with the scale in other departments. The Railway Board also upgraded the scales of Rs. 205-280 and Rs. 335-425 recommended by the Second Pay Commission to Rs. 210-380 and Rs. 335-485 respectively. They also created a new grade of Rs. 450-575 to improve the promotion prospects of Wireless Operators.

Considered against this background, we are of the opinion that no change in the existing position is called for and accordingly recommend the following scales. We have, however, considered it necessary to recommend a slightly higher scale of pay for the Wireless Operators in the P&T department in consideration of certain internal relativities.

Designation	Existing Scale	Proposed Scale
	Rs.	Rs.
Wireless Operators	150-300	330-560
Wireless Traffic Inspectors/Supervisors	210-380	425-640
Chief Wireless Traffic Inspectors	335-485	550-750
Chief Inspectors of Wireless Traffic	450-575	700-900

235. The Railway Wireless Operators are eligible for a special pay of Rs. 20 per month on passing the 'lower proficiency' examination and for an additional special pay of Rs. 20 per mensem on passing the 'higher proficiency' examination. The Second Pay Commission had considered that this system of special pay was unsatisfactory and had recommended its discontinuance. Only the P&T Department have implemented this recommendation, and the system in question is being continued both in the Railways and in the Ministry of Home Affairs. The official witnesses of the Railway Ministry explained that the proficiency test had been found useful and in any event the cadre of Wireless Operators was gradually shrinking as a result of the gradual introduction of the microwave system. They accordingly propose to give two more chances to the existing staff during the next five years for qualifying in the proficiency examinations, after which period it would be discontinued. In the circumstances, no further action appears necessary.

236. It has been represented to us that Wireless operators on promotion to higher grades lose the benefit of this special pay. We understand that this special pay is treated as pay for the purpose of fixation of pay on promotion to higher posts when the incumbent is a substantive holder of the post to which the special pay is attached or when he has held the post continuously for a period of not less than three years. In cases where special pay is drawn for a period of less than three years the same is protected by grant of personal pay to avoid any drop in emoluments. We, therefore, consider that the complaint is without substance.

237. Another feature peculiar to the Railways Wireless Operators is the grant of out-turn allowance at the rate of one paise for each standard message

(30 words) handled in excess of the fixed norm. Some of the employees' associations have demanded an increase in this rate to 3 paise per message. We are unable to accept this demand.

238. It has been represented by the Wireless Operators on the Southern Railway that some of them are being utilised on microwave teleprinter service, but they are being denied the special pay of Rs. 15 per month which is normally given to signallers who work as teleprinter operators. We were informed by the department that on the introduction of the microwave teleprinter system on the Southern Railway, Wireless Operators who were rendered surplus were given training in their own interest and utilised on microwave teleprinter service giving them full protection of their higher scale of pay of Rs. 150-300 which they were enjoying before. This scale of pay applicable to Wireless Operators is higher than the scale of pay applicable to Signallers who are put to work as Teleprinter Operators, viz., Rs. 110-200/Rs. 150-240 plus special pay of Rs. 15 per month. It has also been pointed out by the Department, that the work performed by Wireless Operators on the microwave teleprinter service is less arduous than their work as Wireless Operators. In the circumstances, we are of the opinion that there is no substance in the complaint.

239. *Cypher Staff*.—The number and scales of pay of this category are as follows :

Designation	Existing scale	Number
	Rs.	
Cypher Operator	220-10-280-15-310- EB-15-400	40
Cypher Inspector	280-20-400-EB-20-520	10

There is no direct recruitment to the grade of Cypher Operators (Rs. 220-400), the posts being filled by selecting suitable staff from the category of Signallers, Wireless Operators, Clerks and Telephone Operators. They have an avenue of promotion to the grade of Cypher Inspector (Rs. 280-520). In the Ministries of Railways, External Affairs, Home and Defence which employ a fairly large number of this category, the standard scales in use are Rs. 200/Rs. 250-530 and Rs. 450-575. The Cypher Operators in Zonal Railways have claimed parity with the Cypher Assistants in the Railway Board who are in the scale of Rs. 250-530. It has also been demanded that there should be a Selection Grade as the promotional outlets are limited. As there are differences in the method of recruitment and qualifications and nature of duties between the categories in the Zonal Railways and those in the Ministries of Home, External Affairs, Defence and Railways, we consider that the demand for parity is not justified. We, however, feel that the existing scales are odd and they also

overlap to a considerable extent. We recommend for this category the following scales.

Designation	Existing scale	Proposed scale
	Rs.	Rs.
Cypher Operator	220-400	425-640
Cypher Inspector	280-520	550-800

X. Electrical Department

240. The Electrical Department in the Zonal Railways is responsible for the installation and maintenance of electric traction and train lighting equipment, generation and distribution of electric power and maintenance of electric locomotives etc. The pay scales for the various grades of officers of this department will be in accordance with the general pattern of the revised pay structure recommended by us for Engineering Services.

241. As regards Class III staff, the staffing pattern of Electrical workshops follows closely the pattern of Mechanical Workshops. Similarly both the sub-station and over-head equipment (OHE) groups include categories corresponding to workshop supervisory and artisan staff. We have dealt with the workshop staff—both supervisory and artisan—in Chapter 19. Here we propose to consider the categories peculiar to this department and their demands.

242. The Assistant Operators (Rs. 175-240) in electrical sub-stations are recruited direct (100%), the minimum qualification being diploma in electrical engineering with experience in operating sub-stations. We are not in favour of recruitment of engineering diploma holders (three-year course) on a scale lower than Rs. 210-425 in existing terms. We would, therefore, suggest that direct recruitment of diploma-holders to the grade of Rs. 175-240 may be discontinued and the posts filled by promotion or the recruitment qualifications suitably modified. Further, we find that there is also 80% direct recruitment to the next higher grade of Sub-Station Operators (Rs. 205-280), the minimum educational qualification being either high school or diploma in electrical/mechanical engineering. While the high school passed candidates are trained for a period of five years, the diploma holders are trained for one or two years. We do not consider that the existing arrangement of having direct recruitment at two consecutive levels from persons possessing identical qualifications is a satisfactory one. We, therefore, recommend that the Government may review the present scheme of recruitment of persons having more or less identical qualifications at two consecutive levels.

243. The traction distribution staff have demanded payment of high tension allowance as admissible to similar staff employed in the State Electricity Boards. As far as we could gather, high tension allowance is paid by the Electricity Boards of Maharashtra, U.P., Bihar and also by the Damodar Valley Corporation. However, our enquiries show that this allowance is generally admissible only if the staff work on live lines having voltage of 66 K.V. or more. The voltage of overhead lines on the Railways is 25 K.V. on the A.C. system and 1.5 K.V. on D.C. system. Further, no live line work is carried out on the A.C. system though such work is performed on the D.C. system occasionally during the dry season after taking special precautions. The departmental witnesses stated that in view of dissimilar conditions of work in the Railways and State Electricity Boards, the demand for high tension allowance was not justified. We are in agreement with this view.

244. Another demand of the traction distribution staff is that they should be paid break-down allowance as granted to certain staff of the Mechanical department, who are earmarked for attending to break-down duties. It appears that the break-down allowance is restricted to certain specific categories of staff who are already employed full time in running sheds, carriage and wagon depots, etc., and who have been selected because of their specialised experience in dealing with derailments, accidents and other break-downs. Such staff are required to be available at short notice any time of the day or night to attend to break-downs and other emergencies. They cannot leave their homes without obtaining prior permission. These conditions do not apply to O.H.E. staff. Further, it is an intrinsic part of the latter's normal duties to repair and maintain overhead electrical equipment, for which they are paid their wages. This is not the case with regard to the Mechanical staff, who are called out in an emergency, besides doing their normal work at other times. We therefore think that the demand for a break-down allowance by the O.H.E. staff is misconceived. We are also informed that under extant orders, failure of electric overhead equipment resulting in dislocation of traffic is treated as breakdown for the purpose of other benefits and concessions viz., free food during the period they are engaged on break-down duties and daily allowance without the stipulation that the staff must be beyond a radius of 8 kilometres from their headquarters. In the circumstances, we are not satisfied that the claim is tenable.

245. Yet another demand of this group is for supply of uniforms on the ground that Indian Electricity Act, 1910, prescribes uniforms for employees working on high tension lines. We, however, find that there is no specific mention regarding provision of uniforms in the Act. This position has also been confirmed by the department.

246. *Kalyan Power House (Central Railway).*—The designations, scales of pay and classification of

staff employed in this Power House conform to those adopted in the Railway workshops. We have not attempted to equate this staff with similar staff in other Power stations run by State Electricity Boards, private or public sector undertakings etc., as we felt that such external comparison for a small number of specialised employees had no place when their pay scales had previously been determined purely on the basis of internal relativities and on an assessment of their duties and responsibilities as prevailing in the Railways. We accordingly recommend that consistent with their duties and responsibilities, the Power House staff may be fitted into the general pay structure we have recommended for the workshop staff.

247. We notice certain peculiarities in this organisation. Contrary to the normal procedure followed by the Railway Workshops, there is 50% direct recruitment to the grade of Auxiliary Plant Attendant in the engine room and Operator 'C' grade control room, both in the scale of Rs. 130–212. On the other hand, there is no direct recruitment at other higher levels. Another peculiar feature of this organisation is that the intermediate grades of Rs. 205–280, Rs. 335–425 and Rs. 370–475 are absent with the result that staff in Rs. 175–240 grade are promoted directly to Rs. 250–380. Similarly, those in Rs. 250–380 grade are promoted direct to Rs. 450–575 grade. The Government may consider whether there are adequate reasons for a departure from the normal pattern.

XI. Stores Department

248. The Stores Department is responsible for procurement (including purchase, receipt and inspection), custody and issue of railway materials and stores to the various consuming departments. It is also responsible for procurement and supply of forms, stationery and uniforms required by the various Railway departments.

249. The Class I Officers of this department belong to the Indian Railway Stores Service, which has been discussed in an earlier* Chapter dealing with the Engineering Services. Class II posts carry scales of pay common to other Class II posts in the Railways. The scales of pay recommended by us for Class I and Class II Services will apply to the corresponding posts in this Department as well.

250. We have already discussed the principal storekeeping categories, namely, Stores Delivery Clerks/Van Stores Clerks, Wardkeepers, Assistant Storekeepers and Depot Storekeepers Grade II and Grade I elsewhere in our** chapter dealing with the common categories. There are a few other miscellaneous categories in the Stores Department to which a reference may be made here. One is the category of Stationery & Forms Inspectors who are in the

* Chapter 14

**Chapter 20

scale of Rs. 210-380. Their main duties are standardisation of books and forms, elimination of over-indenting and over-stocking by indentors, investigation of cases of non-supply or short supply etc. We recommend for them the scale of Rs. 425-640. We also find that Stores Chasers on different Railways are in different grades of pay; namely, Rs. 130-212, Rs. 210-380, Rs. 250-380, etc. They are employed for chasing delivery of supplies urgently required by the Railways for which purpose they have to visit supplying firms, Government departments, etc. From the information available with us, it appears that they are mostly drawn from the clerical categories (ministerial/non-ministerial) in the Stores department. We recommend that the Stores Chasers be given the scales of Rs. 330-480 in lieu of Rs. 130-212 and Rs. 425-640 in lieu of Rs. 210-380/250-380.

251. Certain other miscellaneous categories are Store Issuers, Store Distributors and Material Checkers. It has been stated that the Store Issuers are on different scales on different Railways, e.g., Rs. 80-110 on Central Railway, Rs. 105-135 on Northern Railway and Rs. 110-180 on South Central Railway. Similarly, the Store Distributors also seem to be on diverse scales of pay, viz., Rs. 105-135, Rs. 130-300, etc. It has also been complained that confusion is created by the diversity of nomenclature for posts involving the same duties and responsibilities. The suggestion of the National Federation of Indian Railwaymen is that the designations should be standardised and the pay scales also fixed with reference to the duties of the posts. There is obviously need to redress disparities in pay scales as between Railways for performance of identical duties. Government may have this and similar cases examined with a view to rectifying such anomalies. Pending the rationalisation of the pay scales, the existing staff may be given the nearest corresponding scales.

252. There are 61 posts of Assistant Wardkeepers in the scale of Rs. 110-200 in the Integral Coach Factory, Perambur. The Railway Board have advised us that this is a vestigial category. We recommend that they may be fitted in the appropriate substitute scale viz., Rs. 260-430. The designation, number and scales of pay of their miscellaneous posts in the Stores department and their proposed scales are given below:

TABLE XXXI

Designation	Number	Existing scale	Proposed scale
		Rs.	Rs.
Assistant Foremen	3	335-425	550-700
Foremen	1	370-475	550-750

253. *Clothing Factories.*—Most of the Railways operate a clothing factory to manufacture uniforms for Railway staff. The principal categories of staff

and their existing and proposed pay scales are as follows :—

TABLE XXXII

Designation	Number	Existing scale	Proposed scale
		Rs.	Rs.
Foremen	6	450-575	700-900
"	2	370-475	550-750
"	1	335-425	
Chargemen	1	250-380	425-700
Sr. Tailor Supervisor	7	205-280	380-560
Senior Examiner/Tailor Highly Skilled Gr. I	2	175-240	
Examiner Tailor Highly Skilled Gr. II Hand-layer & Cutter Machine Cutter.	5	130-212	330-480
Examiner Tailor Skilled Stock Cutter Hand-layer & Cutter Machine Cutter	100	110-180	260-400
Helper	38	80-110	200-280
Semi-skilled Tailor	11	75-110	
Folder and Cutter	6	75-89	190-232

254. There seems to be no uniformity either in pay scales or designations of the staff employed in the clothing factories. We suggest that the Railway Administration may standardise the designations and pay scales on a rational basis to the maximum extent possible.

255. The following are the main categories of Class IV staff peculiar to the Stores Department :

Designation	Number	Scale of pay
		Rs.
Stores Khalasis	10,937	70-85
Stores Mukaddams/Skilled Khalasis	2,265	75-89
Stores Mukaddams/Stores Tindals	76	75-95
Head Stores Tindals/Head Stores Mukaddams	245	75/80-110
Packers Gr. II	157	0-110
" Gr. I	51	105-135

256. *Stores Khalasis.*—They load consignments into and unload from wagons, convey material from place to place and also accompany the Stores Delivery Clerks for distribution of material on line. Stores Khalasis may be allotted the substitute scale of Rs. 185-220. The All India Railwaymen's Federation in their oral evidence put in a vigorous plea for extending the grant of heavy duty allowance to this category as their duties involve great physical strain. We have

discussed the question of heavy duty allowance* elsewhere and if the criteria proposed therein are fulfilled by this category, they may be granted this allowance. The Khalasis are eligible for promotion as skilled Khalasis and to higher grades. The skilled Khalasis are required to assist the Wardkeepers in regard to miscellaneous matters such as packing, measuring, issue of material etc. We recommend for them the scale of Rs. 190-232 in place of their existing scale of Rs. 75-89.

257. *Stores Mukaddam/Stores Tindals*.—They are generally responsible for supervision and allotment of work to the labour gangs, i.e., Stores Khalasis. They are required to ensure proper out-turn of work and proper handling of material while loading and unloading consignments to avoid damage or loss etc. The existing scales appear adequate; nor has any improvement in their relative position been specifically asked for. We recommend the scale of Rs. 190-240 corresponding to the present scales. The Head Stores Tindals/Mukaddams may be allotted the substitute scale of Rs. 200-260.

258. *Packers*.—They are on two scales of pay, viz., Rs. 80-110 and Rs. 105-135. One-third of the total number of posts have been placed in the higher scale which is in the nature of a non-functional selection grade. We suggest that they may be allotted the new scales of Rs. 200-260 and Rs. 225-308, respectively.

259. *Railway Printing Press Staff*.—It would be convenient to deal with the Railway Printing staff in this Section, as the Printing Presses are generally under the administrative control of the Stores department.

260. Each of the Zonal Railways has one or more printing presses for meeting their requirements of forms, books and publications and tickets including card tickets.

261. In addition to the clerical and other common categories, these presses have certain artisan and supervisory categories like Foremen, Chargemen, Mistries, Mechanics, Machinemen which correspond to the workshop staff. They are on scales of pay comparable to those in the workshops and we recommend the corresponding scales for them.

262. There are certain other categories which though belonging to the artisan group, are peculiar to the printing presses only. These are : Mono Key Board Operators, Mono Casters, Ludlow Operators, Stereo Typers, Multi Litho Operators, Letter Printer etc. The non-artisan categories peculiar to the Presses are Proof Readers and Compositors. The table

below gives the designations, scales of pay and number of these categories of staff in the printing presses :—

TABLE XXXIII

Designation	Scale of pay	Number
	Rs.	
Machineman/Machine . . .	175-240	13
Operator (Printing) . . .	130-212 110-180	56 365
Mono Operators . . .	175-240 130-212	5 42
Ticket Printers . . .	175-240 130-212 110-180	6 16 218
Mono Caster/Mono Caster Operatos. . .	175 240 130-212 110-180	3 8 60
Head Proof Readers . . .	205-280	8
Proof Readers . . .	150-240	46
Junior Proof Readers . . .	110-180	90
Compositors . . .	175-240 130-212 110-180	23 60 639
Book Binders . . .	175-240 130-212 110-180	26 59 662
TOTAL :		2396

263. The Associations of railway press workers have demanded that on the principle of "equal pay for equal work" their pay scales should be the same as in the other Government of India Presses. We find that for a number of categories the Railway scales are more favourable and in a few cases they are less favourable than the scales of pay in the other Government Presses. Further, the Government Presses perform a more sophisticated and wider range of printing work. Having regard to these considerations, we recommend that the press staff should be normally fitted into the scales recommended† by us for the corresponding grades of workshop staff. However, there is a category of Section Holder (Rs. 130-212) which represents the lowest grade of supervisors in the Railway Presses. We understand that the work of Section Holder is similar to that of Mistries in Workshops. Accordingly, they should be placed in the scale of Rs. 380-560 and Rs. 330-480, depending on whether they are required to supervise the highly skilled Grade I workers or not.

264. As regards the staff in the Reading Branch viz., Proof Readers and Compositors, they are at

present on workshop scales though their duties are dissimilar. For them we recommend the following scales of pay :

Designation	Existing scale	Proposed scale
	Rs.	Rs.
Head Proof Readers . . .	205-280	425-600
Proof Readers . . .	150-240	330-480
Junior Proof Readers . . .	110-180	260-400

265. It has been represented that in the Presses the supervisory staff up to the grade of Rs. 250-380 only are eligible for the overtime allowance whereas in the Railway workshops, the overtime allowance is admissible up to the grade of Chargemen 'A' (Rs. 335-425). We find that there is lack of uniformity in regard to this matter among the various Zonal Railways. We suggest that the supervisory staff in the printing presses may be treated on the same footing as similar staff in the Railway Workshops.

XII. Railway Accounts Department

266. The Railway Accounts Department is responsible for all matters relating to internal audit and accounting in respect of the revenue and expenditure of the Indian Railways. The Financial Adviser & Chief Accounts Officer, (FA & CAO) who heads the Accounts Organisation in each of the Zonal Railways, is also responsible for giving advice to Administrative Officers on all matters relating to receipts and expenditure.

267. At the Class I level the department is manned by officers belonging to the Indian Railway Accounts Service. The pay scales for various grades of the Class I officers in this department will be in accordance with our recommendations in respect of Class I Central Services in Chapter 12.

268. The Class II posts are those of Assistant Accounts Officers and are filled by the promotion of Accountants, Inspectors of Station Accounts and Inspectors of Stores Accounts (Rs. 270-575) selected through a written test and *viva voce*. We have discussed their pay scales in Chapter 27.

Cash and Pay Department

269. We first consider the Cash and Pay organisation attached to the Accounts department. This organisation is responsible for collection of all receipts and earnings of the railways and for disbursement of payments duly authorised by the Accounts department. The head of the Cash and Pay office in each Zonal Railway is the Chief Cashier (Rs. 700-1250) who works under the direction and control of the FA & CAO. Two thirds of the vacancies in this cadre are filled by direct recruitment through

the UPSC from amongst graduates with about 8 years' experience of handling cash and payments. The promotion quota is filled by Assistant Chief Cashiers (Rs. 350-900) with 5 years' service in the grade. The Chief Cashiers have no further avenues of promotion either in their own line or outside.

270. The Chief Cashiers have demanded a higher pay scale on various grounds, viz., they are required to furnish a security deposit of Rs. 50,000, they are liable for the acts of omission and commission of their subordinate staff and they have no promotion prospects. On an overall assessment of their duties and responsibilities, conditions of service etc., we do not, however, consider that any change is called for. We recommend that Chief Cashiers may be allotted the standard senior scale viz., Rs. 1050-1600. We understand that the posts of Chief Cashiers are at times filled by officers belonging to the Indian Railway Accounts Service. It seems to us that if the officers of the Accounts Service could be appointed as Chief Cashiers against the direct recruitment vacancies, direct recruitment to this small and isolated cadre could be dispensed with. It would also give the Accounts Officers an opportunity to gain first-hand knowledge of the Cash and Pay Organisation. Government may explore the feasibility of this suggestion. The Accounts Officers in senior scale should be given a special pay of Rs. 150 per month when holding the post of Chief Cashier.

271. The number of posts, scales of pay and grade-wise percentage distribution of the staff in the Cash Wing of the department are given in the table below :

TABLE XXXIV

Designation	Scale of pay	No. of posts	Percentage distribution
	Rs.		
Shroffs . . .	110-180	438	65%
Senior Shroffs . . .	150-240	98	25%
Head Shroffs . . .	210-320	64	10%
TOTAL		600	

272. 75% of the posts of Shroffs are filled by direct recruitment of matriculates; the remaining posts being filled by promotion of Class IV employees by selection. In addition to promotion in their own hierarchy, Shroffs are eligible for promotion to 85% of the vacancies of Cashiers (Pay Clerks) in the grade of Rs. 150-240.

273. The main duties of Shroffs are to receive, test and account for the cash received from stations. The duties of Senior and Head Shroffs are to supervise the work of Shroffs and to deal with comparatively more complex matters such as consolidation of Shroff's daily cash receipts and examination of high denomination notes.

274. The substance of their demand is that their work is of somewhat greater responsibility than that of Lower Division Clerks (LDCs) as they have to furnish security deposit and are held liable for losses. We feel that the duties of both the LDCs and Shroffs are basically of a simple and routine nature. The claim for higher scales of pay than for LDCs was not supported by the official witnesses, who thought that Shroffs had better prospects of promotion as compared to LDCs in the Accounts offices. We do not think that any change in the existing relativities is necessary. We accordingly recommend the following scales of pay for the Shroffs :—

Existing scale	Proposed scale
Rs.	Rs.
110-180	260-400
150-240	330-480
210-320	425-600

275. *Cashiers.*—Their designations, number, scales of pay and percentage distribution of posts in various grade are given in the table below :—

TABLE XXXV

Designation	Scale of pay	No. of posts	Percentage distribution
	Rs.		
Junior Cashiers	150-240	396	25%
Senior Cashiers	210-320	886	75%
Inspector of Cashiers	250-380	100	} Worth of Charge
Divisional Cashiers	270-435	38	
Assistant Chief Cashiers	335-485	52	
Assistant Chief Cashiers	450-575	6	

276. The posts of Junior Cashiers are filled to the extent of 85% from the category of Shroffs, the remaining 15% being filled by promotion of Office Clerks of the Cash and Pay department. All appointments in the higher grades are made by selection or seniority as the case may be. While Junior Cashiers are generally employed to make payment in the office, Senior Cashiers are entrusted with the responsibility for disbursements on line. The Inspectors of Cashiers supervise the work of Cashiers and ensure proper security arrangements for safe custody and disbursement of cash. Divisional Cashiers and Assistant Chief Cashiers are responsible for both receipt and payment work. The Cashiers are required to furnish security deposits varying from Rs. 2,000 in the case of Junior Cashiers to Rs. 10,000 in the case of Assistant Chief Cashiers.

277. The Cashiers have sought comparison with their counterparts in Banks and public sector undertakings. We have discussed elsewhere the limitation of the principle of outside comparison in determining the rates of remuneration of Government servants. Giving due weight to various factors we recommend the following scales of pay for this group of staff :—

Designation	Existing scale	Proposed scale
	Rs.	Rs.
Junior Cashiers	150-240	330-480
Senior Cashiers	210-320	425-640
Inspectors of Cashiers	250-380	} 455-700
Divisional Cashiers	270-435	
Assistant Chief Cashiers	335-485	550-750
—do—	450-575	700-900

We have recommended improvement of the grade of Senior Cashiers on a consideration of the nature of duties and responsibilities of this category. We have also recommended merger of the grade of Inspectors of Cashiers with that of Divisional Cashiers as their duties though somewhat dissimilar are of the same level of responsibility. This would incidentally reduce the number of supervisory grades from four to three.

278. *Cash Clerks.*—There is a small cadre of Office Clerks attached to this department. The table below shows their number and scales of pay :

Designation	Scale of pay	Number
	Rs.	
Cash Clerks	110-180	304
Senior Cash Clerks	130-300	240
Head Cash Clerks	210-320	14

279. The Cash Clerks (Rs. 110-180), besides having an avenue of promotion in their own cadre, are also eligible for 15% of the vacancies of Cashiers in Rs. 150-240 grade. While the Cash Clerks and Senior Cash Clerks are in the scales of Lower and Upper Division Clerks respectively, the Head Cash Clerks have a lower maximum of Rs. 320 as compared to Rs. 380 for the Head Clerks. We recommend for the Head Cash Clerks the revised scale of Rs. 425-600. The Cash Clerks and Senior Cash Clerks may be given the scales recommended for the LDCs and UDCs, respectively.

280. The Cash Clerks have demanded that they should be permitted to appear in the Appendix II-A and Appendix III-A examinations prescribed for the regular staff of the Accounts department. This complaint has been voiced also by the Cashiers and Shroffs. The demand appears to us to be a reasonable one.

281. We now proceed to consider the main categories of accounts staff employed in the Accounts department. The strength and distribution of the staff in various pay scales are shown below :

TABLE XXXVI

Designation	Scale of pay	Number	Percentage distribution
Rs.			
Clerks Gr. II . . .	110-180	9562	45%
Clerks Gr. I . . .	130-300	12593	55%
Sub-heads . . .	210-380	2103	
Stock Verifiers . . .	210-380	622	
Accountants . . .	270-575	1257	
Inspectors of Station Accounts . . .	—do—	610	
Inspectors of Stores Accounts . . .	—do—	173	
Finger Print Examiners . . .	200-300	72	
Head Finger Print Examiners . . .	250-425	12	
TOTAL		27004	

282. *Clerks Grade I & Grade II.*—Initial direct recruitment is to the grade of Clerks Grade II to the extent of 75% of the vacancies from matriculates. The remaining vacancies are filled by promotion from Class IV staff on the basis of selection. The vacancies in Clerks Grade I are filled by direct recruitment of graduates to the extent of 20% and the rest by promotion of Clerks Grade II, partly on the basis of seniority-cum-suitability (25%) and partly on the basis of the departmental Appendix II-A examination (55%). The Clerks Grade I can be promoted as Sub-Heads on the basis of seniority and as Accountants/Inspectors of Stores and Station Accounts on passing the Appendix III-A examination, which corresponds to, and is of the same standard as, the Subordinate Accounts Service examination in other Accounts departments.

283. The Grade II Clerks have complained about the narrowing of their channel of promotion to Clerks Grade I on seniority basis due to the reservation of 55% of the vacancies for those who qualify in the Appendix II-A examination and 25% for direct recruitment of graduates. We do not think there is any substance in this complaint, as the

objective of the present system is to attract to the Accounts department persons with distinctly higher abilities than those expected of the generality of the LDCs, and who also possess some accountancy qualifications. Accordingly, suitable incentives to achieve this objective have been provided. Another demand of this category is that the proportion of Clerks Grade I & II should be the same as in the Audit and Defence Accounts departments. We find it difficult to accept this suggestion also, as the complements of grades should be determined by the needs of the department. Unlike in other Accounts departments, in the Railway Accounts department there is a great deal of routine work such as, checking and accounting of passenger tickets, goods and parcel invoices, etc. According to official witnesses the position in regard to percentage of posts of Clerks in Grade I and II is kept constantly under review, as will be evident from the increase in the percentage of posts in Grade I from 26% in 1956 to 55% at present.

284. For Clerks Grade II and I, we recommend the same scales of pay as for LDCs and UDCs.

285. The Associations have represented that on the analogy of the practice in the Defence Accounts department of promoting SAS qualified staff to the posts of Selection Grade UDCs pending their promotion as Accountants, staff in the Railways who have passed the Appendix III-A examination should also be promoted as Sub-heads by reserving a percentage of the vacancies for this purpose. We understand that the Defence Accounts department has since discontinued this arrangement. Apart from this, we are averse to permitting encroachment on the promotional avenue of Clerks Grade I on the basis of seniority-cum-fitness.

286. *Sub-heads.*—The posts of Sub-heads are filled by promotion of Clerks Grade I on the basis of seniority-cum-suitability. They provide the lowest supervisory level in the Accounts department and are usually in charge of a sub-section consisting of 9 to 12 Clerks. Their only promotional avenue is to the grade of Accountants/Inspectors (Rs. 270-575) subject to their passing the Appendix III-A examination.

287. The main representation of this category is in regard to the total absence of promotional outlets except on the basis of passing the Accounts examination. A similar disability does not attach to Head Clerks in other departments. It has been urged strongly that a percentage of the posts of Accountants should be reserved for promotion of Sub-heads who have not succeeded in passing the accounts examination but who are otherwise considered suitable. We are unable to accede to this proposal, since apart from the proposal militating against the efficiency of the public service, it would be unjust to other staff who have passed the accounts examination and are awaiting promotion. The Sub-heads have referred

to the heavy stagnation (21.2%) in their category as against 8% in the corresponding grade of Head Clerks in other Railway departments, owing to the proportion of posts of Accountants being very small as compared to the Audit & Defence Accounts departments.

288. Having regard to the supervisory functions of the Sub-heads, the importance of their duties, their traditional parity with Head Clerks and the heavy stagnation in their cadre, we consider that they should continue to be remunerated at the same rate as Head Clerks. We accordingly recommend for them the scale of Rs. 425-700.

289. We understand that there are a very large number of staff (about 1756) who have passed the Appendix III-A examination since 1960 and who have not yet been promoted as Accountants/Inspectors for want of vacancies. The number of qualified candidates awaiting promotion works out to nearly 90% of the total number of posts of Accountants and absorption of this large number in the normal course would take as long as 30 years and as such a substantial number of the staff would have to retire in their existing grades. During evidence the departmental representatives admitted the gravity of the problem and the need to find a reasonable solution by a combination of measures such as raising the standard of the examination (which is at present uniform for Audit, Defence accounts and Railway departments), suspending or holding the examination less frequently, modifying the incentive system and reviewing the standards for creation of posts.

290. *Accountants and Inspectors of Accounts.*—We have dealt with the scale of pay for this category in Chapter 27 along with the category of Accountants in the other departments of the Central Government.

291. *Stock Verifiers.*—There is no direct recruitment to this category. Clerks Grade I who have passed the Appendix II-A examination in the Stores group are appointed to fill these posts. Their confirmation as Stock Verifiers depends on their passing another test—Appendix IV-A within one year, failing which they will be liable to revert as Clerks Grade I. Their duties relate to verification of various types of stores in the custody of subordinates, and of materials-at-site collected for various works etc. They also carry out periodical surprise verification of stocks and witness auction sales. The only promotion outlet open to them is to the grade of Inspectors of Stores Accounts subject to their passing the Appendix III-A examination.

292. It has been represented on behalf of this category that an improvement in their relative position *vis-a-vis* Sub-heads is called for in view of their having to pass an additional test and also in view of their unfavourable conditions of work *viz.*,

out-door work, frequent tours involving prolonged absence from headquarters, longer hours of work and fewer holidays. The Stock Verifiers have also claimed parity with Inspectors of Stores Accounts on the ground that their duties and responsibilities are more or less equal to those of Inspectors of Stores Accounts. The departmental witnesses during evidence explained that the confirmatory examination (Appendix IV-A) was designed to test the familiarity of Stock Verifiers with various types of materials and was not of the same standard as the Appendix III-A examination. The duties of Stock Verifiers are also comparatively simple and of a routine nature. Their work may be physically more strenuous than those of Sub-heads but they are not such as to justify a higher scale than for Sub-heads. We have on the other hand, felt it necessary to give a somewhat better scale for Sub-heads than Stock Verifiers. As for parity with the Inspectors of Stores Accounts the official witnesses did not see any justification for this claim. With the amalgamation of the two grades of Junior and Senior Inspectors of Stores Accounts the claim has become wholly untenable. We, therefore, recommend for them the scale of Rs. 425-640.

293. *Finger Print Examiners.*—They are generally recruited from suitable volunteers belonging to the clerical cadre. They are given technical training in the Finger Print Bureau under the State Governments before appointment as Finger Print Examiners. Direct recruitment is also being resorted to occasionally. Their main functions are verification of the thumb impressions of illiterate staff on documents such as pay sheets, pension papers, passes etc. with those recorded in the service registers and initial records, witnessing and surprise check of muster roll payments etc. The Finger Print Examiners are eligible for promotion as Head Finger Print Examiners of which there is only one post in each Railway. They can also compete along with other accounts staff for posts of Accounts subject to their qualifying in Appendix II-A and Appendix III-A examinations.

294. The substance of their demand is that they have limited promotion prospects and that there is hardly any difference in the duties attached to the two grades. The departmental representatives explained the difficulty in providing a regular channel of promotion for this category. The creation of the grade of Head Finger Print Examiner was itself intended to give them same promotion outlet. In the circumstances, we agree that it is not possible to provide greater promotional opportunities than already made available to them. We, however, feel that the existing scale apart from being an odd scale is too short for a direct recruitment grade and some improvement in the existing scale of Finger Print Examiners would be justified. We accordingly recommend the revised scale of Rs. 380-640. For the Head Finger Print Examiners we recommend the scale of Rs. 455-700.

295. *Electronic Data Processing Staff*.—The categories comprised in this group, their number and scales of pay are shown in the following table :

TABLE XXXVII

Designations	Scale of pay	No. of posts
	Rs.	
Punch Operators/Sorters/ Coders	110-180 + special pay Rs. 15 per month	55
Punch Operators	130-300 + special pay Rs. 15 per month	39
Punch Room Supervisors	210-380	9
Punch Room Supervisors/ Console Operators	335-425	24
Console Operators/Assistant Programmers	450-575	19
	TOTAL	146

296. This group is employed in the various Computer Centres on the Railways for compilation of statistical data, maintenance of records relating to wagon movement and preparation of pay bills, stores accounting, provident fund accounts etc. The posts of Console Operators and Assistant Programmers are filled by selection of suitable degree holders from serving employees who are given necessary training. We are informed that the existing two grades for Punch Operators and Punch Room Supervisors are necessary as the duties and responsibilities in the two grades very significantly. It has been suggested to us that the grades of Console Operators and Assistant Programmers require upgradation in view of the highly technical nature of their work and the considerable demand outside for the services of experienced personnel of this level. Having regard to all relevant factors, we recommend the following scales of pay for this group :

Designation	Existing scale	Proposed scale
	Rs.	Rs.
Punch Operators	110-180	260-400
Punch Operators	130-300	330-560
Punch Room Supervisors	210-380	425-700
Console Operators	335-425	550-750
Console Operators	450-575	} 650-960
Assistant Programmers	450-575	

XIII. SECURITY DEPARTMENT

297. The Security Department in the Railways is responsible for the protection of Railway property and private property entrusted to the Railways as a common carrier. It discharges this responsibility through the agency of the Railway Protection Force (RPF) which has been constituted under the provisions of the Railway Protection Force Act, 1957. The force is divided into four branches viz. (i) Uniformed Branch, (ii) Armed Branch, (iii) Intelligence Branch and (iv) Fire Service Branch.

298. In addition, there is a Railway Protection Special Force which is organised on the pattern of the infantry and forms a part of the Armed Wing of the RPF. The organisation of the RPF is on the lines of a Civil Police Force. The administration of the Force vests in the Inspector General, RPF who is also designated as *ex-officio* Director (Security) in the Railway Board.

299. *Gazetted cadre*.—The Inspector General, RPF is normally drawn on deputation from the Indian Police Service (IPS) and is of the rank of Inspector General of Police. The Chief Security Officers, who are in charge of the Force in each of the Zonal Railways are also generally drawn on deputation from the Indian Police Service and are of the rank of Deputy Inspector General of Police (DIG) (Rs. 1600-100-2000). The deputationists are entitled to a special pay of Rs. 200 per month in addition to the grade pay as DIG. We recommend that IG, RPF and Chief Security Officers should continue to draw the same scales of pay that we have recommended for the Inspector General and Deputy Inspector General of the Indian Police Service. We, however, find it anomalous that where the Chief Security Officer does not belong to the IPS and is promoted from within the Security Department his pay scale is Rs. 1300-1600. We accordingly recommend that the scale of pay of Chief Security Officer should correspond to that of the Deputy Inspector General, viz., Rs. 2000-2250 except that only officers drawn from the Indian Police Service will be entitled to a special pay of Rs. 200 per month in addition.

300. Each Zonal Railway has two or more Security Officers (Rs. 700-1200) and a number of Assistant Security Officers (Rs. 350-900), the latter being in charge of a Division/Region with specified jurisdiction. There are 22 posts of Security Officers and 109 posts of Assistant/Security Officers. In the absence of a separate organised Class I & II Service for the RPF, the posts are usually filled partly by taking suitable personnel on deputation from the State Police/Armed Forces and partly by promotion from the non-gazetted staff in the RPF. We recommend the scale of Rs. 650-1200 for Assistant Security Officers and Rs. 1050-1600 for Security Officers.

301. *Class III and Class IV posts.*—The following are the main categories special to this department :

TABLE XXXVIII

		Designation	Scale	Number	Percentage distribution
			Rs.		
Class III posts	Assistant Sub-Inspectors		110-170	1257	—
	„		150-240	1	—
	Sub-Inspectors Grade II		130-212	1042	65%
	Sub-Inspectors Grade I		205-280	505	35%
	Inspectors Grade III		250-425	357	80%
	Inspectors Grade II		370-475	102	15%
	Inspectors Grade I		450-575	67	5%
		TOTAL		3331	
Class IV posts	Rakshaks		70-85	45277	
	Senior Rakshaks		75-89	3345	
	„		75-95	24	
	„		75-110	117	
	Head Rakshaks (other than the technical wing of the Fire Service)		80-110	4612	
		TOTAL		53375	

302. A major grievance of the RPF staff is that they are subjected to certain peculiar conditions of service which have not been given due recognition in fixing their pay scales. They have contended that the existing pay structure is based on the recommendations of the Second Pay Commission which had not taken into account the enactment of Railway Protection Force Act, 1957 vesting certain police powers in the RPF. Since then, additional police powers have been conferred on the RPF by the enactment of the Railway Property (Unlawful Possession) Act, 1966 which has significantly added to their responsibilities. The RPF staff are not entitled to the payment of overtime allowance even though they may have to work continuously for long periods at a stretch particularly during emergencies. The RPF have their own Discipline and Appeal Rules which are different in certain material particulars from the Discipline and Appeal Rules applicable to other categories of Railway staff. Another peculiar feature of that Service is that a member of the RPF is liable to imprisonment for a period not exceeding six months in case he is found guilty of any violation of duty or wilful breach or neglect of any lawful order etc. It has further been claimed that the responsibilities and hazards of the RPF have increased considerably in recent years due to increase in the incidence of criminal and anti-social activities.

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303. *Rakshaks.*—The lowest functionary in the RPF is the Rakshak who is recruited direct from candidates between the ages of 18 and 25 years possessing literacy qualification (recently raised to Middle School Standard) and certain minimum standards of physical fitness. They are given training for a period of 8 months before absorption as Rakshaks. They perform a variety of duties such as guard duty on fixed points, patrolling of yards and other areas and escorting of goods trains containing valuables in vulnerable and insecure sections. In the opinion of a High-powered Committee which went into the working of the Force, the nearest parallel to the RPF is the Central Reserve Police (CRP). Accordingly, the Committee recommended for Rakshaks the same scale as for CRP constables viz., Rs. 75-95. We do not, however, think that there is any justification for treating RPF staff on par with the CRP who are exposed to greater risks and hardships than the RPF staff. Considering, however, the qualifications for recruitment, long period of training and nature of duties, we recommend that Rakshaks should be in the scale of Rs. 190-232.

304. *Senior Rakshaks.*—They have more or less similar duties as Rakshaks but in addition, are required to perform the duties of seal checking which is of a responsible nature, as prevention and detection of thefts or pilferages from loaded wagons largely depends on the quality of seal-checking. Having regard to the improvement we have suggested in the pay scale of Rakshaks, we consider it would be appropriate to allot the scale of Rs. 200-260 for the Senior Rakshaks.

305. *Head Rakshaks.*—They are responsible for the orderly conduct and discipline of the staff under their charge and are required to perform certain supervisory duties. We suggest that Head Rakshaks should be placed in the scale of Rs. 225-308.

306. *Assistant Sub-Inspectors.*—They are generally in charge of an Out-post or act as the second in command at a Post. The posts are usually filled by promotion from amongst Head Rakshaks. We consider that the scale of Rs. 260-400 would be adequate.

307. *Sub-Inspectors.*—Seventyfive per cent of the posts are filled by direct recruitment from candidates who have passed intermediate examination or equivalent. The remaining 25% vacancies are filled by promotion of Assistant Sub-Inspectors. The period of training is one year. The Sub-Inspectors are in charge of a Post. We understand that there is no need for two grades of Sub-Inspectors. Taking into consideration the educational qualifications, period of training and nature of duties, we recommend that the Sub-Inspectors Grade II and I should be placed in the combined scale of Rs. 330-560.

308. *Inspectors.*—Their duties relate to supervision of the force under their charge and registration, prevention and detection of crimes connected with

railway matters. The posts are filled by promotion of selected Sub-Inspectors. We are of the view that the following two grades should be adequate for Inspectors :—

Grade II	Rs. 470-750
Grade I	Rs. 700-900

309. *Miscellaneous categories.*—There are a few miscellaneous posts which are not in the standard scales applicable to the RPF. In view of the nature of their duties and responsibilities we consider that this group of staff may be allotted the same scales of pay as their counterparts elsewhere. We accordingly recommend for these posts the following scales of pay :—

TABLE XXXIX

Designation	Existing scale	Proposed scale
	Rs.	Rs.
Head Rakshak (Tailor)/Driver	110-180	260-400
Senior Rakshak (Hammer Man)/Cobbler	75-110	200-280
Rakshak (Cook)	75-110	200-260
Senior Rakshak (Barber)/Dhobi/ Mali	75-95	190-240

310. *Special pay.*—The High-Powered Committee on Security & Policing in the Railways, 1966-68, has suggested grant of special pay to all non-gazetted officers and men working in the Special Intelligence Branch of the RPF. We have been advised that the Railway Board have accepted this recommendation but the actual amounts of special pay have not yet been decided upon. We are in agreement with the principle of grant of special pay to the staff deployed in the Special Intelligence Branch of the RPF. We recommend the following rates of special pay for these staff :—

Rakshaks/Senior Rakshaks/Head Rakshaks	Rs. 7 per month
Assistant Sub Inspectors	Rs. 15 per month
Sub Inspectors	Rs. 25 per month
Inspectors	Rs. 35 per month

311. At present, the staff of the Special Intelligence Branch are entitled to an outfit allowance at the following rates :—

Inspectors and Sub-Inspectors	Rs. 54 per annum
Other ranks—Assistant Sub-Inspectors Senior Rakshaks and Rakshaks	Rs. 40 per annum

It has been suggested that these rates are inadequate and should be suitably enhanced.

312. In view of the grant of special pay recommended by us, we do not see any need for enhancement of the rates of outfit allowance in addition.

313. The officers and staff in the Railway Protection Special Force are at present granted special pay ranging from Rs. 25 per month for the Rakshak to Rs. 150 per month for the Commandant. This is an armed Wing functioning directly under the Railway Board and at present is deployed mainly in Assam and Nagaland. The Railway Board have explained that these special pays have been sanctioned in view of the arduous nature of duties performed by this Special Force and also in view of the fact that the members of this Force are required to remain away from their families for long periods. It seems to us that no change is called for in the existing rates of special pay.

314. The High Powered Committee has recommended that special pay at the rates admissible in the CRP for certain specialised jobs should be granted for the corresponding ranks in the Armed Wing of the RPF, attached to the Zonal Railways. We find that Armourers in the Armed Wing of the RPF are being granted special pay at the following rates—Rakshak (Armour) Rs. 5 per month, Head Rakshak (Armour) Rs. 10 per month, Sub-Inspector Grades I & II (Armour) Rs. 15 per month. For the category of Armourers we have recommended higher special pay in the C.R.P. but in view of the widely differing nature of duties being performed by the Armed Wing of the RPF, we consider the present rates of special pay granted to this category in the Armed Wing of the RPF as adequate. No special pay is attached to other special categories, such as Bugler, Tear Smoke Squad, Operator Cryptography, Training Platoons, etc. We have no information whether such specialised jobs exist in the Armed Wing of the RPF. If they do, we would recommend that the Government may examine the need for granting special pay to specialised trades in the Armed Wing of the RPF in the light of our general recommendations regarding special pay for the corresponding trades in the CRP. If necessary, the amounts may be adjusted having regard to the differences in the nature of duties performed by the corresponding categories in the CRP and the R.P.F. (Armed Wing).

315. The High-Powered Committee had recommended the grant of station house allowance to officers in charge of Class 'A' and Class 'B' posts respectively on the line of a similar allowance admissible to station house officers in the civil police. We have not recommended any such station house allowance for the Delhi Police officers incharge of police stations and are not in favour of granting a station house allowance to the Inspectors and Sub-Inspectors of the R.P.F. We also understand that while posting Sub-Inspectors/Inspectors to the

various R. P. F. stations, the importance of worth of charge is kept in view and generally higher-graded and senior men are posted to the more important charges. In view of this, the grant of station house allowance does not appear to be called for.

316. *Fire Service Wing*.—The number of posts and scales of pay of the staff comprised in this group are shown in the following table :—

TABLE XL

Designation		Scale	Number
		Rs.	
Operational Wing	Inspector Fire Grade I	450-575	2
	Inspector Fire Grade II	370-475	2
	Inspector Fire Grade III	250-425	17
	Sub-Inspectors (Fire) Grade I	205-280	24
	Sub-Inspectors (Fire) Grade II	150-240	1
	Assistant Sub-Inspectors-Mistry Grade II	130-212	45
	Head Rakshaks	80-110	134
	Rakshaks	70-85	593
Technical Wing	Head Rakshaks (Fitter, Painters, etc.)	110-180	142
	Head Rakshaks (Fitter, Painters, etc.)	110-125	106
	Mistry-cum-Mechanics	130-212	6
	Senior Rakshaks-Painters, House Repairs, etc.	75-110	6

317. The Fire Service Wing in the RPF has two branches viz., Operational and Technical. The duties of the Operational Staff are to attend to fire accidents, while the staff of the Technical Wing are responsible for the maintenance of fire prevention equipment and first-aid appliances and for imparting training in fire-fighting. The grade and pay structure of the Operational Wing is similar to that of the other Wings of the RPF, except the Technical Wing. On the other hand, in the Technical Wing the designations and scales of pay of the staff below the level of Sub-Inspector correspond to those of artisan staff in the workshops as they are required to pass relevant trade tests for promotion to various grades. There is no interchangeability between the posts in the Operational and Technical Wings upto the level of the Sub-Inspector. Above this level, however, the staff of both the Wings are eligible for the posts of Inspectors and Assistant Security Officers.

318. We recommend that the staff in the Technical Wing should be fitted in the scales suggested by us for the corresponding grades of workshop staff. Accordingly, the posts in the scale of Rs. 110-125 and Rs. 130-212 in the Technical Wing may be given the revised scales of Rs. 260-350 and Rs. 330-480, respectively. The existing two scales viz., Rs. 150-240 and Rs. 205-280 may also be combined into one and replaced by the scale of Rs. 380-560.

319. As for the posts in the Operational branch of the Fire Service Wing, we have considered whether they should be allotted the same scales, as recommended by us for the Fire Service Staff in other departments on the basis of external relativity or whether the pay scales should be the same as for the other wings of the Railways Protection Force. We find that there are some variations in the duties between the Fire service staff in the Railways and in the other departments. There are also differences in the qualifications and method of recruitment. Further, since the Fire Service Wing in the Railways is an integral part of the Railway Protection Force, we think that internal relativity should be given greater weight. In fact, for the posts of Inspectors in the Fire Service wing the Second Pay Commission had recommended three scales viz., Rs. 250-380, Rs. 335-425 and Rs. 370-475, which were, however, revised by the Railway Board on the grounds of maintenance of internal relativity with the Inspectors in the other wings of the Railway Protection Force. We, therefore, recommend that the pay structure for the Railway Fire Service Wing should conform to the general pattern recommended for the other wings of the Railway Protection Force.

XIV. MEDICAL DEPARTMENT

320. The officers and staff belonging to this department have been dealt with in the Chapter on Medical Services along with similar staff in other Central Government departments.

XV. PERSONNEL DEPARTMENT

321. The Personnel Department on the Indian Railways handles a variety of subjects which materially effect the contentment of the railwaymen and make for harmonious industrial relations. Apart from such matters as appointments, promotions, recruitment, maintenance of personal files and preparation of pay rolls, the department is responsible for the administration of labour laws, smooth and efficient functioning of the Permanent Negotiating Machinery at the Divisional and Zonal levels and labour relations. Staff welfare covering a wide range of activities, such as canteens, holiday homes, recreation and sports activities, cooperative credit and consumer societies, schools, etc., also comes within its purview.

322. In each Zonal Railway the Personnel Department has a well-defined organisation headed by a Chief Personnel Officer who is assisted by one or more Deputy Chief Personnel Officers and other gazetted officers at headquarters. In the Divisions there are Divisional and Assistant Personnel Officers. The total number of posts of Personnel Officers on Indian Railways as a whole and the distribution

in the various grades, together with scales of pay applicable to them, are shown in the table below :

TABLE XLI

Designation	Scale of pay	No. of posts
	Rs.	
Chief Personnel Officer	1800-2250	9
Deputy Chief Personnel Officers	1600-1800	9
„	1300-1600	12
Divisional Personnel Officer/Senior Personnel Officers	700-1250	94
Assistant Personnel Officers	400-950	83
Assistant Personnel Officers (Class II)	350-900	135
	TOTAL :	342

323. There is no organised Class I service specifically for the Personnel Department. The Class I officers required for the department are drawn from the other Railway departments for varying and limited periods as found convenient from time to time. It has been complained that this arrangement affects the efficiency of the Personnel Department. We note that the Study Team of the Administrative Reforms Commission on Railways *vide* para 4.37(c) of their Report has referred to the need for a certain degree of continuity and stability in postings of Personnel Officers. We expect that Government would be taking action on this recommendation. We would, however, suggest that Personnel Officers, when selected, should be given adequate training in personnel and labour welfare matters.

324. As regards Class II posts, they are filled by promotion of eligible staff belonging to all departments. This is at variance with the normal practice of reserving Class II posts for the staff working in the concerned department. This has understandably given rise to a grievance among the Class III staff of the Personnel Branch. The justification for this practice appears to be that the clerical cadres of other departments (except those of Accounts, Stores and possibly Commercial Departments) do not have any other avenue of promotion to the gazetted grade except the posts of Assistant Personnel Officers and a few other miscellaneous posts. The contention of the Personnel Department staff is that the present arrangement, apart from curtailing their promotional opportunities, is not conducive to efficient personnel administration. We consider that taking into account the interests of the two groups of employees as well as the interest of the Administration in promoting sound personnel management, it would be desirable to earmark a substantial percentage of vacancies for the Personnel Department staff, the balance being shared by the other departments/categories

who do not have a regular avenue of promotion to Class II posts.

Personnel/Welfare Inspectors

325. The class III posts in the Personnel Department comprise, besides the clerical staff, the categories of Welfare Inspectors and Personnel Inspectors and on some Railways, Hours of Employment Inspectors also. The number of posts, designations and scales of pay of these categories are given in the table below :—

TABLE XLII

Designation	Scale of pay	No. of posts	Percentage
	Rs.		
Assistant Welfare/Personnel/Hours of Employment Inspectors	210-320	583	57%
Welfare/Personnel/Hours of Employment Inspectors:—			
Grade IV	250-380	298	28.4%
Grade III	335-425	101	10%
Grade II	370-475	27	2.6%
Grade I	450-575	20	2%
	TOTAL :	1029	

326. The posts in the various grades are created on the basis of worth of charge and there is no prescribed percentage distribution of posts to the various grades as in the case of some other categories.

327. The main demands made by the various Associations on behalf of this category are : reduction of the existing five grades to three or even two, improvement in their pay scales commensurate with their duties and responsibilities, grant of parity with Labour Inspectors/Officers, creation of the posts of Inspectors on a percentage basis and grant of advance increments for special qualifications.

328. It appears that there is no significant functional difference between the various grades. There is also heavy stagnation in the lower grades. Besides, at present, clerks promoted from the grade of Rs. 130-300 derive only a small benefit as the maximum of the next higher grade (Rs. 210-320) is only Rs. 20 more. Considering all these factors, we recommend that the existing five grades may be broad-banded into three and allotted the following revised scales of pay :—

Existing Scale	Proposed Scale
Rs.	Rs.
(i) 210-320 } 250-380 }	425-640
(ii) 335-425 } 370-475 }	550-750
(iii) 450-575	700-900

329. Our proposal for merger of some of the existing grades is also calculated to meet the demand for improved scales to some extent. We do not, however, accept the claim for equation of Personnel/Hours of Employment Regulation Inspectors with Labour Enforcement Officers (Rs. 350-575) in the Office of the Chief Labour Commissioner (Central); the recruitment qualifications are different for the two categories and the Labour Enforcement Officers have certain statutory and regulatory functions to discharge in respect of outside parties unlike the Railway Inspectors who function within their department.

330. The proportion of posts in the various grades of Inspectors in the Personnel Department appears to be satisfactory in comparison with other Inspectors categories in the Railways. In the circumstances, the heavy* stagnation reported in the two lower grades of Rs. 210-320 (22.2% for Personnel Inspectors and 28.3% for the Welfare Inspectors) and Rs. 250-380 (53.8% for Personnel Inspectors and 63% for the Welfare Inspectors) cannot be ascribed merely to inadequacy of promotion posts. It is not unlikely that fragmentation caused by the separation of the cadre for each group, e.g., Welfare Inspectors, Personnel Inspectors and Hours of Employment Regulation Inspectors compounded with the lateral movement into this department of other staff at a late stage of their career might have led to this undoubtedly unsatisfactory position. We, therefore, suggest that the question of forming a unified cadre of Welfare, Personnel and Hours of Employment Inspectors may be examined.

331. As regards the demand for grant of advance increments for acquiring specialist qualifications in industrial relations and labour welfare, the Government should consider the question of granting certain advance increments if such qualifications are considered desirable and are higher than the minimum prescribed for the posts in question. Government should also examine the desirability and feasibility of having intermediate direct recruitment of persons with a Degree/Diploma in industrial relations and labour welfare. For serving employees who fulfil the prescribed qualifications, suitable relaxation should be considered.

XVI. MISCELLANEOUS CATEGORIES

332. There are a few miscellaneous categories which do not come under the departments discussed in the previous sections. These are dealt with below :

333. *Statistical Organisation.*—There is a statistical organisation attached to each Zonal Railway. The

numbers and scales of pay of staff working in this organisation are as follows :

TABLE XLIII

Designation	Scale of pay	Number
	Rs.	
Assistant Statistical Inspector	205-280	4
Assistant Statistical Inspector	210-320	15
Statistical Inspector	250-380	24
Statistical Inspector	335-425	38
Statistical Inspector	370-475	4
Statistical Inspector	450-575	6
	TOTAL :	91

334. Ordinarily, there is no direct recruitment to any of the grades of Assistant Statistical Inspector/Inspector; however, in exceptional cases direct recruitment is also resorted to in the grade of Rs. 335-425 for which the prescribed qualifications are a Post-graduate degree in Mathematics or Statistics. The principal duties of the Inspectors relate to checking of the compilation at initial documentation centres such as stations, loco sheds, marshalling yards etc. and analysis and appreciation of various statistical norms in judging the efficiency of Railways. As there is no significant differentiation in the duties and responsibilities of the various grades, we consider that the existing six levels are somewhat excessive and may be reduced to three as shown below :—

	Existing scale	Proposed scale
	Rs.	Rs.
Grade I	205-280 210-320 250-380	425-700
Grade II	335-425 370-475	550-750
Grade III	450-575	700-900

335. Government may consider the desirability of introducing intermediate recruitment as a regular measure in the grade of Rs. 550-750 so that persons with a higher standard of qualifications and experience will be available for manning gazetted posts eventually.

*The percentages indicate the numbers who have reached the maximum of the time-scale and have remained there for 2 years or more.

336. *Public Relations Department*.—The number and scales of pay of the staff employed in the Public Relations Department in the Railways are as follows :

TABLE XLIV

Designation	Scale of pay	Number
	Rs.	
Chief Public Relations Officer	1600-100-1800	7
	1300-60-1600	2
Senior Commercial Publicity Officer	700-40-1100-50/2-1250	7
Assistant Public Relations Officer	400-400-450-30-600-35-950	1
Assistant Public Relations Officer, Class II	450-900	11
Chief Publicity Inspector/Chief Advertising Inspector	450-575	9
Senior Publicity Inspector 'A'/Senior Advertising Inspector 'A'	370-475	12
Senior Publicity Inspector 'B'/Senior Advertising Inspector 'B'	335-425	16
Publicity Inspector/Advertising Inspector	210-380	53
TOTAL :		118

337. Since the Class I and Class II posts in this department are on the standard scales of pay prescribed for the organised Class I & II Services, the scales we have recommended for corresponding posts will apply to these posts as well.

338. The main duties of Publicity/Advertising Inspectors relate to general publicity and canvassing for advertisements for display at stations, timetables and other railway publications. Having regard to their duties, qualifications etc. we think the following scales will be appropriate :

Existing Scale	Proposed Scale
Rs.	Rs.
210-380	425-640
335-425 }	550-750
370-475 }	
450-575 }	700-900

XVII. SPECIAL CONDITIONS OF SERVICE IN RAILWAYS

Non Standardisation of Designations

339. The Second Pay Commission reported that in the Railways there were about 700 designations for approximately 9.94 lakh Class III and Class IV posts. In spite of some attempt at standardisation by the Railways after the report of the Second Pay Commission the number does not seem to have come

down appreciably. The two Railway Federations and the various staff associations have complained about the confusion created by the diversity of nomenclature for posts involving substantially the same duties and responsibilities. Conversely, posts carrying the same designations appear to require the incumbents to discharge different duties and responsibilities in the various zonal railways. We would suggest the appointment of an expert departmental committee to go into this matter and bring about reduction in the existing number of designations by rationalisation so that remuneration is fixed with reference to the duties and responsibilities of a post, and its designation correctly reflects the attendant functions and duties.

Gradewise Percentage Distribution of Posts

340. A unique aspect of the Railway Class III cadre structure is the gradewise percentage distribution of posts in respect of certain categories of staff. The justification for this system seems to be that it ensures a certain measure of uniformity of progression in salary amongst similar categories. It also provides for posts being allotted in various grades without any meticulous analysis of worth of charge. However, the existing system has certain peculiar features.

(a) At many places the system often results in the supervisor and the supervised being placed in the same grade. Further, it happens that employees in different grades perform identical duties and are required to interchange their duties due to shift working. Such an arrangement conflicts with the principle of equal pay for equal work.

(b) The percentage distribution of posts has been provided for in respect of certain cadres only. For instance, while Chargemen in the Mechanical Department are covered by the percentage distribution, the Chargeman in the Electrical and Signalling Departments are not so covered; similarly, while Permanent Way Inspectors and Inspectors of Works are included, the Bridge Inspectors, Signalling Inspectors, Depot Store-keepers etc. are excluded. It seems that the percentage system is adopted in those cases where the number of posts in higher grades on worth of charge basis would be very much less than what is required to provide a reasonable avenue of promotion. The main demand is for an extended application of the system to cover all categories.

(c) The percentage distribution varies widely for different categories. We understand that the percentages have been determined on the basis of the recommendations of the Joint Advisory Committee, negotiations with organised labour and Tribunal awards and that there is provision for an annual review of the cadre distribution. In the absence of a sound rational basis the attempt will always be to seek equation with the categories having the most favourable distribution of posts.

341. We would urge the Railway Board to undertake a comprehensive review of the existing system with a view to rectifying the anomalies.

Officiating Allowance

342. Among the demands of the NFIR is that officiating pay should be admissible to the staff working in higher grades without imposing any time limit as to the duration of the period of working in higher grades. We find that the railways have adopted a flexible arrangement according to which certain "exempted" categories (e.g. running staff, SMs, ASMs in lower grades, nurses etc.) are entitled to officiating allowance even for a single day. For another list of categories (Chargemen, Yard Masters, Signallers, Train clerks etc. in lower grades) officiating pay is admissible for vacancies of over 14 days. Other categories follow the normal rules as on the civil side. The primary reason for exempting certain categories from the normal condition of a minimum officiating period appears to be that such categories are required to perform the full duties and responsibilities of the higher grade posts and have to bear the consequences of any failure on their part. For example, when a Fireman work as Driver even for a single day he has to assume full responsibility. The same considerations cannot be said to apply to other groups. We are therefore unable to support the demand of the NFIR.

Night Duty Allowance

343. We have dealt with the demands of Railway Federations and associations regarding weightage for night duties in Chapter 61.

Medical Decategorisation

344. The existing rules and procedures regarding medical decategorisation of certain classes of employees (mainly running staff, station and yard staff, permanent way staff etc.) and their absorption in alternative employment have come in for severe criticism by the two railway federations and the staff associations concerned. The criticism has centred round the following features :

(a) The decategorised employees is forced to go on leave, including if necessary extraordinary leave without pay, up to a maximum of six months pending a suitable alternative job being found for him. In case an alternative job is not found during this period he stands automatically discharged.

(b) Even when alternative employment is found, a medically unfit person suffers a substantial drop in his emoluments (which may be as much as 60 to 70%) notwithstanding the provision in the rules that the loss should not be more than 25% of his former emoluments, and the further provision that even officiating pay should be protected. In the case of running staff 40% of their pay, representing the element of running allowance has likewise been protected.

(c) The loss in emoluments is often accompanied by loss of seniority and promotion prospects.

(d) The absorption of medically decategorised persons in alternative employment adversely affects the other employees in those categories where the former are absorbed.

345. It appears that the fitment in alternative jobs operates in an uneven manner. It is a matter of chance whether a particular employee gets an alternative job without loss of earnings or does not get it at all. Much would depend on fortuitous circumstances such as the availability of a suitable vacancy at a particular time and on the effort and interest of the Department concerned in fixing up a particular employee. Further, even though theoretically it might be possible to absorb the decategorised staff in a number of allied categories where their previous background and experience can be utilised, it appears that the favoured categories for absorption are Office clerks, Commercial clerks and Ticket collectors.

346. According to the information furnished by the Railway Board regarding the staff medically decategorised during the year 1969 the breakup is as follows :—

Total No. of staff decategorised	1907
Total No. absorbed in alternative jobs without loss of emoluments	43.8%
Total No. absorbed with loss of emoluments	40.3%
Total No. for whom alternative employment offered was not acceptable	10.5%
Total No. for whom alternative employment could not be offered at all	5.4%

We also made a study of the categories and grades of posts held prior to medical decategorisation and subsequently. We found that in a number of instances while the staff got accommodated in equivalent or near equivalent posts, there were a number of cases where the placement had been made in inferior posts. It is significant that the number absorbed without loss of emoluments (43.8%) was in excess of the number who were absorbed, but did suffer some diminution in their emoluments (40.3%). Again, the number for whom alternative employment could not be offered was a mere 5.4%.

347. The Railway Board have stated that on the British Railways it is not obligatory to offer alternative employment to medically decategorised staff as on the Indian Railways and that they generally offer alternative employment on a lower grade although protection of last pay is given to a limited extent. We understand that in Air India, the Corporation is required to provide either alternative employment or annuity at a monthly rate to pilots, navigators and flight engineers declared medically unfit permanently. There is the further stipulation that the

Corporation is required to offer alternative employment at rates at least equal to 75% of the basic pay last drawn.

348. We note that the All India Railwaymen's Federation (AIRF) has demanded before the Miabhoy Tribunal not only protection of emoluments at the time of decategorisation but also protection of future emoluments and promotion prospects by creation of a separate cadre of supernumerary posts to cover the remaining period of their service. The problem of medical decategorisation on this scale seems to be peculiar to the railways necessitated by the special conditions of railway operation. In the interest of safety of the travelling public, as also their own safety, specific categories of staff on the railways are required to appear for periodical medical examinations as a part of their conditions of service. Certain physical standards, including those pertaining to eye sight and colour perception, have been laid down, and an employee who does not satisfy these tests, is to be considered unfit to hold the post.

349. We are of the view that the Railway's efforts to find alternative employment for medically decategorised personnel are primarily on account of humanitarian considerations rather than on account of any statutory requirements to compensate such employees for premature termination of career. We think that this position should continue, and should be clearly understood by both management and the employees, as assumption of any liability by the Railways in this regard would have repercussions both on the civil and the defence services.

350. The only changes we would recommend are :

(a) the occupations or grades in which these medically decategorised personnel can be absorbed should be further widened, and not restricted to a few cadres such as clerks, and ticket collectors. We understand that this aspect is already engaging the attention of the Railway Board. We would advocate re-orientation courses or further training to facilitate such re-deployment, and

(b) the small minority for whom alternative employment cannot be offered, should be given invalid pension, and if necessary liberal provision for *ex-gratia* terminal payments in addition should be made according to the merits of each case.

(c) the medically de-categorised employees should as far as feasible, not be forced to remain on extraordinary leave due to administrative delays.

Hours of Employment Regulations

351. The Hours of Employment Regulations which govern the hours of work, periodic rest and overtime in respect of railway staff other than those employed in workshops was one of the items referred to the Railway Labour Tribunal, 1969 (Miabhoy Tribunal). The Tribunal has made recommendations regarding the classification of workers, daily

and weekly hours of work, principle of averaging for the purpose of overtime payment etc. The Tribunal's recommendations are reported to be under consideration of the Railway Board. The demands and suggestions made by the two Railway Federations and a number of Staff Associations both in their written memoranda and in their oral evidence before us are more or less identical to those referred to the Railway Labour Tribunal and it is not, therefore, necessary for us to traverse the same ground. We would limit our observations to one or two recommendations of the Tribunal which seem to be of importance to us.

352. On the question of hours of work, the Tribunal has recommended the principle of averaging only for certain categories of staff, viz. running staff, operating staff, shift workers and those workers whose work is closely linked with the above mentioned three categories. For the rest of the staff it would appear that overtime allowance is to be made payable on daily basis. We have drawn attention to the mounting overtime bill of Central Government staff in Chapter 61 and have recommended abolition of the system over a large area in other Departments. In keeping with those recommendations we think that it would be inopportune and retrograde to discard the salutary principle of averaging the extra hours worked over a period and we would recommend its continuance.

353. At present overtime is not payable to all staff governed by the H.E.R. until the duty performed exceeds the statutory limits specified under the Chapter VI of the Indian Railways Act and then also at $1\frac{1}{2}$ times the normal rate only. Another recommendation of the Tribunal which gives cause for concern is that rate of overtime should be $1\frac{1}{2}$ times the ordinary rate for overtime work beyond rostered hours but within statutory limits and twice the ordinary rate for overtime work beyond statutory limits. Even in respect of workshop staff governed by the Factories Act, the intermediate period between the rostered hours and the statutory hours is compensated at time rate only. This is also in the nature of a concession extended by the Administration and is not an obligation imposed by the Factories Act. In our opinion overtime may be paid at the time rate for work performed in the intervening period between the rostered hours and the statutory hours and at $1\frac{1}{2}$ times the normal rate for work beyond the statutory limits as laid down under Section 71C of Chapter VI of the Indian Railways Act.

354. The other recommendations of the Tribunal which are likely to cause practical and administrative difficulties are given below :

(a) The Tribunal has recommended that the "Essentially Intermittent" workers posted at wayside stations, who are provided with residential quarters, may be called upon to perform additional duty for four hours per day, in addition to the

normal duty hours of Essentially Intermittent workers recommended as eight hours per day. Other Essentially Intermittent workers according to the Tribunal may be called upon to do duties for additional number of two hours per day, thus their daily duty hours may extend up to 10 hours per day. The proposal to differentiate between two sets of workers with reference to availability of official accommodation within a stipulated distance is likely to create administrative difficulties. Moreover, the distance of .5 km appears to be too short; this limit appears to have been laid down by the Tribunal perhaps under the impression that the Essentially Intermittent workers will be able to take rest at their residence during their periods of inaction thus bringing them on par with workers who are rostered to work in split duties. We are informed that the majority of Essentially Intermittent workers are not allowed to leave their place of duty even during periods of inaction unless relieved by another Railway worker. The objective underlying this limit of distance is, therefore, not likely to be fulfilled in their case. Moreover, whenever an employee changes his Railway quarter, it may become necessary to revise his duty roster, as rostered duty hours directly relate to the distance of the railway quarter from the place of work. These frequent changes in duty roster may mean considerable clerical work inasmuch as there are about four to five thousand way-side stations on the Indian Railways.

(b) The Tribunal has recommended that all time spent for travelling spare on duty should be considered duty period except :

- (i) when a worker is provided with facility of crew rest van; and
- (ii) when a worker does not travel on any day beyond the radius of eight kms.

In the exigencies of Railways work, a large number of Railway workers are required to travel spare on duty; this is particularly so in respect of running staff when they are required to work a train

from outstations or have to clear a stabled goods train from a way-side station. If the whole period of travelling spare on duty will have to be treated as duty, it may be quite possible that the running staff and other similar staff may complete their duty hours without fulfilling the objective for which they are required to travel spare. The existing rules regarding travelling spare on duty lay down that no credit is to be given for computing duty hours for short journeys not exceeding four hours, while for longer journeys full credit is given to Essentially Intermittent employees and 2/3rds to 'Continuous' and 'Intensive' workers in respect of periods exceeding four hours. These rules appear to be reasonable.

(c) The Tribunal has also recommended that running duty of running staff should not ordinarily exceed ten hours at a stretch; but, such duties may extend beyond ten hours up to a maximum of 12 hours, provided the Railway administration gives at least two hours notice before the expiry of ten hours to the concerned staff that they will be required to perform running duties up to 12 hours. At present the running staff are entitled to claim relief after performing running duty of 12 hours, provided two hours' notice for relief has been given by them to the Administration. The shifting of the onus of giving notice from the running staff to the Railway administration may create many practical difficulties, particularly as such notices are required to be communicated through the Station Masters when trains are standing at way-side stations. The difficulties will become all the greater when telephonic and control communications are inoperative. The existing rules appear to be reasonable.

355. Our intention in bringing out the practical difficulties in implementing some of the recommendations of the Railway Labour Tribunal, 1969 is simply to stress the important practical considerations which have to be borne in mind in arriving at a decision on the recommendations of the Railway Labour Tribunal, 1969.

MINISTRY OF SHIPPING AND TRANSPORT

The Ministry of Shipping and Transport is responsible for the administration of the Merchant Shipping Act, the Indian Light Houses Act, development of inland water transport and provision of training facilities for the mercantile marine personnel. The development and maintenance of national highways and broad policy matters relating to road transport, including administration of the motor vehicles laws, are also its responsibility. The Shipping Corporation of India, the Mughul Lines Limited, the Hindustan Shipyard, the Central Inland Water Transport Corporation and the Central Road Transport Corporation are under the administrative control of this Ministry. The table below indicates the classwise distribution of posts in the various organisations (excluding Border Roads Organisation) under the Ministry :—

TABLE I

Name of Organisation	Class I	Class II	Class III	Class IV	Total
Main Secretariat .	54	153	182	95	484
Roads Wing .	194	93	246	125	658
Directorate General of Light-houses and Light ships .	48	36	609	358	1051
Directorate General of Shipping	149	67	652	471	1339
Harbour Projects .	31	62	596	126	815
Other smaller units	13	12	194	215	434
TOTAL :	489	423	2479	1390	4781

2. There is one post each of Development Adviser (Ports) and Deputy Development Adviser in the Secretariat of the department in the pay scales of Rs. 2500-125/2-2750 and Rs. 2000-125/2-2250, respectively. Recruitment rules for these have not yet been finalised. We recommend the scales of Rs. 2500-2750 and Rs. 2250-2500, respectively, for these posts.

3. The chartering and shipping coordination wing in the Ministry is responsible for making shipping arrangements for the Government cargoes including negotiations for freight rates, etc. It is headed by one of the Joint Secretaries who is designated as Chief Controller of Chartering. Recruitment rules for the various posts in this wing have not so far been finalised and the posts are filled by deputation or

transfer. The pay scales indicated in the table below would be appropriate for the various posts in this wing :—

TABLE II

Name of post	Number of posts	Existing pay scale	Proposed pay scale
		Rs.	Rs.
Deputy Chief Controller of Chartering	1	1600-100-2000	1800-2250
Chartering Officer .	1	1300-60-1600	1500-1800
Shipping Coordination Officer/Chartering Officer .	3	1100-50-1400	1300-1700
Assistant Chartering/Assistant Shipping Officer .	8	700-40-1100-50/2-1250.	1050-1600
Technical Officer .	4	400-25-500-30-680	650-1200

We would suggest that the designation of the post of Chartering Officer in the pay scale of Rs. 1300-60-1600 may be suitably changed to distinguish it from other posts of Chartering Officer in the pay scale of Rs. 1100-50-1400.

I. ROADS WING

4. The headquarters organisation of the Roads Wing of the Ministry is headed by the Director General (Roads Development) who is on the pay of Rs. 3000 (fixed) with the ex-officio status of Additional Secretary to Government. The Director General is assisted by one Additional Director General each for roads and bridges who are on the pay of Rs. 2500 (fixed). The posts of Director General and the Additional Director General are filled by selection through the Union Public Service Commission from a composite field consisting of officers of the rank of Chief Engineer and above in the Roads Wing and Chief Engineer in the States. For the post of Director General 5 years' experience in the grade of Chief Engineer is required whereas 3 years' experience is considered sufficient for the Additional Director General. Having regard to the field of selection the experience required and also the duties and responsibilities, we recommend the pay scale of Rs. 3000-3500 for the Director General (Roads) and the pay scale of Rs. 2500-3000 for the two posts of Additional Director General (Roads and Bridges).

5. The table below indicates the distribution of the other Class I and Class II engineering posts in different grades in the Roads Wing : —

TABLE III

Name of post	Number of posts	Existing pay scale Rs.
Chief Engineer	8	2000 (fixed).
Superintending Engineer	28	1300-60-1600-100-1800
Executive Engineer	81	700-40-1100-50/2-1250.
Assistant Executive Engineer	69	400-400-450-30-600-35-670-EB-35-950.
Assistant Engineer	14	350-25-500-30-590-EB-30-800-EB-30-830-35-900.
TOTAL :	200	

There is direct recruitment through the Combined Engineering Services Examination to the posts of Assistant Executive Engineer and the posts in the higher grades are filled by promotion. All the Class I posts in this Wing are in the scales of pay applicable to corresponding posts in the other organized engineering services to which recruitment is made through the same examination. The scales recommended for such posts in Chapter 14 would apply to posts in the Roads Wing also.

The Class II and non-gazetted engineering posts in this Wing should also be brought on to the scales of pay recommended for similar posts in other engineering organisations.

II. DIRECTORATE GENERAL LIGHTHOUSES AND LIGHTSHIPS

6. The Department of Lighthouses and Lightships is responsible for the superintendence and management of the general navigational aids around the coastline of the country. The navigational aids provided by the Department consist of Lighthouses, Decca Chain Stations, Radio Beacons, Light Vessels, Buoys, etc. The Department is headed by a Director General in the pay scale of Rs. 1600-100-2000. The coast-line of the country is divided into four Districts, each under the control of a Director in the pay scale of Rs. 900-40-1100-50-1400. For the maintenance and repair of Lighthouse equipment there are four Workshops at Bombay, Madras, Calcutta and Jamnagar.

Class I and II posts

7. As Head of the Department, the Director General exercises overall responsibility for the maintenance of the lighthouses and lightships in the country and acts as Adviser to the Government on all matters connected with lighthouses and lightships. We recommend for this post the pay scale of Rs. 2000-2500.

8. For the construction, maintenance and operation of lighthouses, the Director General is assisted by engineering officers in various grades belonging to civil, electrical, mechanical and telecommunication branches. The details of the Class I and Class II engineering posts are indicated in the table below :—

TABLE IV

Designation	Existing pay scale Rs.	Number of posts				
		Civil	Elect- rical	Me- chanical	Radio Tele- com- muni- cation	Total
Engineer	1300-60-1600-100-1800.	2	1	—	—	3
Director	900-40-1100-50-1400.	7	1	1*	—	9
Executive Engineer and Resident Engineer.	700-40-1100-50/2-1250.	**2 } 6 }	1	1	2†	12
Assistant Executive Engineer	400-400-450-30-600-35-670-EB-35-950.	5	2	1	10£	18
Assistant Engineer	350-25-500-30-590-EB-30-800-EB-30-830-35-900.	11	3	5	1	20
Engineer Supervisor	350-25-500-30-590-EB-30-800-30-830.	—	—	3	—	3
TOTAL :		33	8	11	13	65

NOTES : *Designated as Superintendent of Workshop.

**Executive Engineers posted in Districts are designated as Resident Engineers.

†Designated as Chain Commander.

£Out of 10 posts eight are designated as Station Engineer.

The posts of Engineer, Director and Executive Engineer/Resident Engineer are filled entirely by promotion from the lower grades. Further, while the posts of Assistant Executive Engineer are filled entirely by direct recruitment from among engineering graduates, there is direct recruitment also to 50% of the posts of Assistant Engineer from among persons having the same qualifications. The remaining posts of Assistant Engineer are filled by promotion from Engineer Supervisor and Class III posts of Engineering Assistant, Mechanic, etc. The posts of Engineer Supervisor are filled by promotion from Mechanics.

9. The three Engineers are responsible for the inspection of all the lighthouses within their jurisdiction and for coordination of all technical, engineering

and installation works in respect of the various District offices. The Directors are in overall charge of all the Capital Works in the Districts and are responsible for the administration of the lighthouses under their jurisdiction. The actual execution of civil engineering works like installation of lighthouse towers, new equipment, etc. in the Districts as also the maintenance and improvement of lighthouses is the responsibility of Executive Engineers and Resident Engineers.

10. The cadre structure and pay scales of the Engineering posts in this Department are comparable with those of other engineering organisations except that there are posts of Director in the unusual pay scale of Rs. 900-40-1100-50-1400. These posts appear to have been created mainly in consideration of the administrative duties involved in the maintenance of lighthouses which are located over a long coastline covering two or more States. They have also been vested with powers of Head of Department in administrative matters.

11. The Lighthouse Engineers' Association has requested that the scale of pay of Engineer Supervisor should be similar to that of Assistant Engineer as the qualifications and duties are comparable. An equation between the two posts was supported by the Department also. We accept this demand and would recommend that the posts of Assistant Engineer and Engineer Supervisor should form one cadre to be filled entirely by promotion from Class III posts.

12. We recommend the following scales of pay for the Class I and Class II engineering posts in this department :

Name of post	Proposed scale
	Rs.
Engineer	1500-2000
Director	1300-1700
Executive Engineer, Resident Engineer and Chain Commander	1050-1600
Assistant Executive Engineer and Station Engineer	700-1300
Assistant Engineer and Engineer Supervisor	650-1200.

13. There is one post of Marine Officer at headquarters which is filled by direct recruitment from amongst persons possessing Foreign Going Certificate of Competency as Master with 5 years' experience in a responsible position with a Port or Lighthouse authority in the maintenance of lighthouses, buoys, beacons, etc. He is the principal adviser on all marine matters in the department and is responsible for preparation of buoyage schemes including beacons and transit marks. The pay scale of this post was revised in 1970 from Rs. 700-40-1100-50-1300 to Rs. 1300-60-1600 having regard to his jurisdiction and sphere of responsibility. We recommend the pay scale of Rs. 1500-1800 for the Marine Officer.

14. In the Optical Laboratory in the Lighthouse Workshop at Calcutta there is one post each of Research Officer (Rs. 400-40-800-50-950), Research Assistant (Rs. 325-15-475) and Technical Assistant (Rs. 325-15-475). The qualifications required for the post of Research Officer are a Diploma in Instrument Technology or Master of Science in Physics with 3 years' experience of research in technical optics, etc. This post is filled by promotion from the Technical/Research Assistants who are required to possess the same qualifications. We recommend the pay scale of Rs. 700-1300 for the Research Officer. For the Technical and Research Assistants the scale of Rs. 550-900 would be appropriate.

15. The non-gazetted engineering posts peculiar to the Department are indicated in the following table:

TABLE V

Designation	Existing pay scale	Number of posts			
		Civil	Electrical	Mechanical	Total
Engineering Assistant	Rs. 250-10-290-15-380.	23	1	1	25
Overseer	180-10-290-EB-15-380	29	2	—	31
TOTAL		52	3	1	56

While the posts of Overseer are filled by direct recruitment from among Diploma holders, in engineering there is direct recruitment also to 50% (100% in the case of Engineering Assistant Mechanical) of the posts of Engineering Assistant from amongst persons with a Degree in Engineering or Diploma with 3 years' experience. We were informed by the department that the incumbents of both the posts perform identical duties. The department has, therefore, proposed that the two cadres may be merged and redesignated as Junior Engineers on the lines of the Central Public Works Department. We commend this approach and recommend the pay scale of Rs. 425-700 for the merged cadre of Engineering Assistant and Overseer.

16. For the operation of the Decca Chain Stations there are the following categories of non-gazetted engineering posts :

Designation	Number of posts	Existing scale of pay
		Rs.
Senior Radio Technician	8	350-20-450-EB-25-575.
Radio Technician	24	210-10-290-15-320-EB-15-425.

While the posts of Senior Radio Technician are filled by promotion, the posts of Radio Technician are filled by direct recruitment. The direct recruitment qualifications are a Diploma in Electrical Engineering with Radio Communication and 3 years' experience or Matriculate with 7 years' experience. We recommend the pay scales of Rs. 550-900 and Rs. 425-700 for the Senior Radio Technician and Radio Technician, respectively.

17. For the repair, maintenance and installation of the lighthouse equipment there are three grades of Mechanics, namely, Mechanic, Junior Mechanic and Mechanic's Mate. The details of the posts in the various grades are given in the table below :

TABLE VI

Designation	Pay scale	Number of posts				
		Gene- ral	Elec- trical	Radio/ Radar	Other	Total
	Rs.					
Mechanic	200-10-290-15-320-EB-15-380.	20	15	8	21	64
Junior Mechanic	130-5-175-EB-6-205-7-212	8	4	1	3	16
Mechanic's Mate	75-1-85-EB-2-95.	26	—	—	—	26
TOTAL		54	19	9	24	106

We were informed by the department that the duties of the Mechanics in this department were different from those of the Mechanics in the general workshops as the latter have the benefit of immediate supervision and guidance, while the Mechanics in the Lighthouses Department have to work independently when attending to breakdowns at Lighthouses/Light Stations. They have also to be on outdoor duty for long periods on visits to lighthouses located at far off places. Although there are different categories of Mechanics, all of them are expected to be able to repair electrical equipment, optical equipment, mechanical apparatus, etc. which necessarily means that they are more versatile than the normal Mechanics specialising in a single line. Having regard to their duties, we recommend the pay scales of Rs. 425-640, Rs. 330-480 and Rs. 200-280 for the Mechanics, Junior Mechanics and Mechanic's Mate, respectively.

18. There are 2 posts of Foreman (Diesel Mechanic) in the pay scale of Rs. 300-15-450-25-475 which are filled by promotion of Mechanic (Diesel). We recommend the scale of Rs. 550-750 for this post.

For the post of Tradesman in the scale of Rs. 125-3-131-4-155, the scale of Rs. 260-350 would be appropriate.

There is one post of Computer (Junior) in the pay scale of Rs. 110-4-150-EB-4-170-5-180-EB-5-200 and one post of Computer (Senior) in the pay scale of Rs. 150-10-250-EB-10-290-EB-15-335-EB-15-380. While the former is filled by direct recruitment from among matriculates with two years' experience in quantity surveying, the latter is filled by promotion. The Junior Computer is responsible for computing the quantities of Civil Engineering works and checking the arithmetical accuracy of estimates, and the Senior Computer is entrusted with the work of preparation and scrutiny of estimates and also supervising the work of Junior Computer. We recommend the pay scales of Rs. 260-430 and Rs. 380-640 for the Junior Computer and the Senior Computer, respectively.

19. The Light Keeping Staff are in various grades as indicated in the table below :

TABLE VII

Designation	Number of posts	Existing pay scale
		Rs.
Head Light Keeper (Senior scale)	35	210-10-290-15-320-EB-15-425
Head Light Keeper (Junior scale)	22	150-5-175-6-205-EB-7-240.
Assistant Light Keeper (Senior scale)	57	150-5-175-6-205-EB-7-240.
Assistant Light Keeper (Junior scale)	83	130-4-170-EB-5-200.
'B' Grade Light Keeper	16	110-3-131.
'C' Grade Light Keeper	10	85-2-95-3-110.
Lighthouse Attendant	101	70-1-80-EB-1-85.
Lighthouse Sweepers	71	70-1-80-FB-1-85.
TOTAL	395	

There is direct recruitment of matriculates to 50% of the posts of Assistant Light Keeper (Junior scale) and 'B' Grade Light Keeper. There is also direct recruitment to 50% of the posts of Assistant Light Keeper (Senior scale) from amongst diploma holders in Mechanical/Electrical/Radio Engineering or matriculates with 4 years' experience in the installation and maintenance of electrical/wireless equipment. The posts of Head Light Keeper (Senior scale) are filled by promotion of Assistant Light Keeper (Senior scale). The Head Light Keepers (Senior scale) are incharge of modern lighthouses run on electricity, while the Head Light Keepers (Junior scale) are incharge of conventional lighthouses operated on petroleum vapour gas. The Assistant Light Keepers work under the supervision of Head Light Keepers. The 'B' Grade Light Keepers who are incharge of small fixed lights are filled partly by direct recruitment from matriculates and partly by promotion. The 'C' Grade is a dying cadre.

20. The All India Central Government Lighthouses and Light Ships Staff Federation has drawn our attention to the difficult conditions under which the light keeping staff have to work in remote areas where the usual amenities of a social life are completely lacking. The Department have also pointed out that they have experienced difficulties in recruiting suitable light keepers on account of the isolated nature of lighthouses and lack of educational, medical and other facilities at the light stations and the poor promotional avenues for the light keeping staff. Having regard to these factors, we have considered it necessary to suggest an improvement in the existing pay scales and the promotional avenues of the light keeping staff.

For the posts of Light House Sweeper and Light House Attendant, which are on the lowest Class IV scale, the pay scale of Rs. 185-220 recommended for posts at this level would be appropriate.

For the 'C' and 'B' Grade Light Keepers, the scales of Rs. 200-260 and Rs. 260-350, respectively, should be adopted. We would also recommend that the posts of 'B' Grade Light Keeper should, in future, be filled entirely by promotion of the Class IV staff; and the direct recruitment of matriculates should continue at the level of Assistant Light Keeper (Junior scale) only, for which we recommend the scale of Rs. 330-480.

We do not see much justification for continuing the two separate levels of Head Light Keeper (Junior scale) and Assistant Light Keeper (Senior scale) in the same scale of pay. We find that the posts of Assistant Light Keeper (Senior scale) are also filled by transfer of Head Light Keeper (Junior scale) after in-service training. We would recommend that the two cadres may be amalgamated, suitably designated and placed in the scale of Rs. 380-560. Since at present there is also direct recruitment of diploma holders to the posts of Assistant Light Keeper (Senior scale), we would recommend that the diploma holders may start on a pay of Rs. 440 in the scale of pay recommended above.

For the Head Light Keeper (Senior scale), we would recommend the scale of Rs. 425-700.

The Radio Technicians in the Department, who are also in the scale of Rs. 210-10-290-15-320-EB-15-425 and whose qualifications are comparable with those of Head Light Keepers (Senior scale) are eligible for promotion to the posts of Senior Radio Technician in the scale of Rs. 350-20-450-25-575. The Head Light Keepers (Senior scale) are eligible for promotion to 30% of the posts of Assistant Engineer (Electrical) and Assistant Engineer (Radio). Since there are only 4 such posts, the avenues of promotion for the Head Light Keeper (Senior scale) are inadequate. We accordingly, recommend that 25% of the permanent posts of Head Light Keeper (Senior scale) should be placed in a Selection Grade in the scale of Rs. 550-900, the same scale as we have recommended for the Senior Radio Technician.

21. It has been represented that the light keeping staff who are few in number at each Lighthouse have to work throughout the year and also on Sundays and Holidays, with the result that the duties performed far exceed the prescribed duty hours. The extra duties are also performed when any member of staff goes on leave as it is not always possible to post substitutes. It has been urged that the special nature of the duty performed by the light keeping staff in remote areas should be compensated by grant of suitable special allowance. We were informed that the Department have a proposal under consideration to classify the Lighthouses on the basis of the lack of normal facilities into 6 categories for grant of special allowance at

varying rates. The degree of hardship, if any, suffered by the light keeping staff would vary from place to place and we are unable to recommend any uniform rate of special allowance for the light keeping staff. We would, however, recommend that all Class IV staff in the revised scale of Rs. 185-220 should be paid a hardship allowance of Rs. 10 per mensem, while working in the Lighthouses situated away from mainland. In regard to the other staff working in such Lighthouses, Government should consider grant of suitable allowance, the quantum for which may be determined, keeping in view the conditions existing at individual lighthouses and the rate of hardship allowance recommended above for the lowest grade of Class IV staff.

III. DIRECTORATE GENERAL OF SHIPPING

2. The Director General of Shipping is the Principal Adviser to the Government on all matters concerning Merchant Shipping, Navigation. Mercantile Engineering, Ship building, training of the Merchant Navy Personnel, Welfare of Seamen, etc. The Director General (Rs. 2500-125/2-2750) is assisted by a Senior Deputy Director General (Rs. 1800-100-2000) and a number of Deputy Directors General (Rs. 1100-50-1300-60-1600-100-1800). On technical matters relating to navigation and marine engineering he is assisted, respectively, by the Nautical Adviser and the Chief Surveyor. Both these posts are in the pay scale of Rs. 2500-125/2-2750. For the administration of the Merchant Shipping Laws the entire coastline of the country is divided into 3 Districts each of which is headed by a Principal Officer, Mercantile Marine Department (M.M.D.). For providing training in navigation and marine engineering, there are the Training Ship 'Dufferin' (now Rajendra), three Rating Training Establishments at Bhadra, Mekhala and Naulakshi, the Directorate of Marine Engineering Training, Calcutta and Bombay, and the Lal Bahadur Shastri Nautical and Engineering College at Bombay. For discharging other executive functions under the Merchant Shipping Act, there are offices of Shipping Masters, Seamen Employment and Welfare Offices, the Freight Investigation Bureau and Regional Offices (Sails).

23. Having regard to the administrative and technical duties and responsibilities of the Director General, Nautical Adviser and Chief Surveyor, we recommend that all these posts which are now in the pay scale of Rs. 2500-125/2-2750 should be placed in the revised pay scale of Rs. 3000 (fixed). The posts of Senior Deputy Director General and Deputy Director General should be allotted the scales of Rs. 2000-2500 and Rs. 1500-2000, respectively.

24. There are a number of Technical Officers working under the Nautical Adviser and the Chief Surveyor who render technical advice on all matters relating to navigation and marine engineering. These officers are employed in the headquarters' office, the districts of the Mercantile Marine Department and in the various training establishments. The

table below indicates the distribution of these posts in the various grades under the Department :—

TABLE VIII

Designation	Number of posts	Existing pay scale
		Rs.
Principal Officer, Mercantile Marine Department, Bombay and Calcutta.	2	1800-100-2000
Captain Superintendent of Training Ships/Director/Principal Teaching Institutes.	6	1800-100-2000
Principal Officer, Mercantile Marine Department, Madras.	1	1300-60-1600-100-1800
Deputy Nautical Adviser	2	1300-60-1600-100-1800
Deputy Chief Surveyor.	2	1300-60-1600-100-1800
Deputy Chief Ship Surveyor	1	1300-60-1600-100-1800
Nautical Surveyor/Ship Surveyor/Engineer and Ship Surveyor.	40	900-40-1100-50-1400-50/2-1500
Surveyors-in-Charge of Sub Offices of Mercantile Marine Department.	4	900-40-1100-50-1400-50/2-1500
Executive Officer/Engineer Officer Lecturer in Engineering and Navigation in Teaching Institutes.	63	900-40-1100-50-1400-50/2-1500 (2 posts carry special pay of Rs. 100 per mensem and one post of Rs. 150 per mensem).
Engineer Officer	1	680-30-830-35-900
TOTAL :	95	

25. The posts in the grade of Rs. 900-40-1100-50-1400-50/2-1500 are filled by direct recruitment through the Union Public Service Commission and the higher posts are filled by promotion. The recruitment rules for the post of Nautical Surveyor provide for a certificate of competency as Master Foreign going Ship with 5 years' service at sea as Deck Officer, out of which one year must be in the capacity of Chief Officer. The qualifications prescribed for the post of Engineer and Ship Surveyor are a first class Engineer's Certificate of Competency (Steam and Motor) with 5 years' service at sea, out of which one year must be as Chief Engineer or Second Engineer. For the post of Ship Surveyor, a Degree in Naval Architecture with 5 years' training in theory and practice of ship design, construction and repairs and 3 years' practical experience are required. Similar qualifications have been prescribed for the posts of Executive Officer, Engineer Officer and Lecturers in Engineering and Navigation in the training establishments. The examinations for the certificates of competency for Masters and first class Engineers are conducted by this Ministry. There is a higher qualification of 'Extra' Master's Certificate of Competency and 'Extra' First Class Engineer's Certificate for which the examinations are conducted in the United Kingdom. The department deputed suitable officers to the United Kingdom to enable them to acquire the

'Extra' qualification. The confirmation of these technical officers and their promotion to the higher posts in the Department are dependent upon the acquisition of the 'Extra' qualification.

26. The Second Pay Commission recommended the pay scale of Rs. 900-40-1100-50-1400-50/2-1500 for directly recruited Marine Engineers having regard, *inter alia*, to the recruitment difficulties for these posts and the consideration that the required qualifications were attained on completing a long period of training after Matriculation and on passing a number of difficult examinations. Thus as against the Standard Class I senior scale of Rs. 700-40-1100-50/2-1250 applicable to other engineering officers, the Marine Engineers were given a weightage of 5 additional increments both at the minimum and the maximum of their scale. We have been informed by the Department that the reasons for which a higher pay scale was justified at the time of the Second Pay Commission continue to hold good even now. We were told that a candidate has to spend a total period of about 17 years in theoretical, practical and workshop training coupled with sea service before he becomes eligible for appointment as a Marine Engineer in the scale of Rs. 900-40-1100-50-1400-50/2-1500. An engineering graduate, on the other hand, has to spend about 6 years after Matriculation for being eligible to be appointed to a Class I post in the scale of Rs. 400-40-450-30-600-35-670-EB-35-950 and another 5 to 6 years for being promoted to a post in the senior Class I scale. The Union Public Service Commission have reported recruitment difficulties to these posts from time to time in their Annual Reports. During evidence also the posts of Marine Engineers were mentioned by the Chairman, Union Public Service Commission, as one of the categories where recruitment difficulties were being experienced. It was also brought to our notice that during the last 10 years there were 16 resignations of Technical Officers out of a total cadre of 54 posts, and on the teaching side there were 23 resignations out of a sanctioned strength of 42. Because teaching posts have remained vacant, losses of lecturing time have varied between 20 to 25 per cent per year during the last 5 years—particularly in the Directorate of Marine Engineering Training, Calcutta.

27. The Merchant Navy Training Officers' Association and the Government of India Marine Surveyors Association have drawn our attention to the wide disparity between the pay scales of Marine Officers under the Government and of the corresponding officers in the shipping industry. Both the Associations have made a strong plea for reducing the gap so as to halt the drift of personnel from the Government to outside employment. It has been argued that the field of recruitment both for the Nautical Surveyor and the Engineer and Ship Surveyor is the Merchant Navy and accordingly the pay scales under the Government should correspond to the pay scales in the industry so as to attract competent and experienced officers. We are of the view that it would be difficult to accept parity as between the pay scales of technical officers in the Directorate General of Shipping and the pay scales of similar officers in the Merchant Navy, as shore life has its compensating

advantages. The Merchant Navy Officers have, on the other hand, to spend much of their time at sea and life afloat is much more exacting and arduous, involving heavier and more varied responsibilities than a shore-based career with teaching, regulatory or administrative duties. We are, therefore, unable to accept the demand for such a parity. We, however, think that having regard to the qualifications and experience of these technical officers, they should continue to be given a higher scale of pay than the senior time scale of other graduate engineers.

28. The Marine Surveyors' Association has claimed that the status and responsibilities of the Principal Officer at Madras are in no way inferior to those of the Principal Officers at Bombay and Calcutta. The Department has also informed us that, taking into account, the duties and responsibilities attached to the Principal Officer, Mercantile Marine Department, Madras, and the expansion of traffic at the ports in the States of Andhra, Tamil Nadu, Kerala and Mysore, there is a case for bringing about a parity at this level in the three Mercantile Marine Districts. We, therefore, recommend that the post of Principal Officer, Mercantile Marine Department at Madras be placed in the same scale of pay as that of the Principal Officers at Bombay and Calcutta.

29. At present the Heads of all the six Training Establishments are in the scale of pay of Rs. 1800-100-2000 although there are wide differences in the level of the courses of training imparted at these Institutes. While the Training Ship 'Dufferin' (now Rajendra) and the Directorate of Marine Engineering Training, Calcutta, respectively, train boys for service as Navigation and Engineering Officers, the three Ratings Training Establishments impart training to young boys for service as ratings in the Deck and engine room departments on board ships. The boys admitted for undergoing training as ratings are required to have passed the middle standard, whereas those admitted to the other Institutes are required to have passed the higher secondary or equivalent examination. The syllabus of training in the officers' training institutions covers a variety of subjects, both academic and vocational to enable the trainees to appear for the certificate of competency examinations for different grades conducted by this Ministry. The training in the Rating Training Establishments is, however, in the nature of practical training in sea craft for induction into a career at sea. The Lal Bahadur Shastri Nautical and Engineering College provides advanced sea training facilities to candidates intending to appear for the highest professional examinations in the Navigation and Engineering branches of the Merchant Navy. Accordingly, the Department has recommended that the Heads of the three Ratings Training Establishments should be placed in a lower scale than the Heads of the other training establishments. Having regard to the duties and responsibilities and the nature of training imparted in these institutions, we are inclined to accept the recommendation of the Department.

30. In these Institutions, the only promotional post for Lecturers (Rs. 900-40-1100-50-1400-50/2-

1500) is the post of Captain Superintendent or equivalent (Rs. 1800-100-2000). A special pay of Rs. 150 is attached to one post of Chief Officer in the Training Ship 'Dufferin' and Rs. 100 per mensem to two posts of Vice-Principal and Deputy Director in the other two Institutes. These posts are held by the seniormost Lecturer/Executive Officer. The officers in these Institutes are not transferred as technical officers either in the headquarters' office of Directorate General of Shipping or in the Mercantile Marine Department with the result that the promotional opportunities for these officers are inadequate. We, therefore, recommend that the posts carrying special pay in these Institutes should be placed at the same level as the next higher posts available to other technical officers in the Department.

31. Accordingly, we recommend the following scales of pay for the technical officers in the Department :—

Name of Post	Proposed pay scale
	Rs.
Principal Officer, Mercantile Marine Department, Bombay, Calcutta and Madras	2000-2500
Captain Superintendent Training Ship 'Dufferin' (now Rajendra)/Director Marine Engineering Training/Principal Lal Bahadur Shastri Nautical and Engineering College	2000-2500
Captain Superintendents of the three Rating Training Ships	2000-2250
Deputy Nautical Adviser/Deputy Chief Surveyor/Deputy Chief Ship Surveyor	1800-2000
Chief Officer/Vice-Principal/Deputy Director Training Institutions	1800-2000
Nautical Surveyors/Ship Surveyors/Engineer and Ship Surveyors/ Executive Officers/Engineer Officer Lectures in Engineering and Navigation	1200-1800
Engineer Officer	700-1300 with up to five advance increments to direct recruits.

32. There are 3 posts of Junior Naval Architect (Rs. 590-30-830-35-900) for which a Degree in Naval Architecture with practical experience of 2 years in repair, construction and design of ships in a ship-building or a ship-repairing yard is essential. The direct recruitment qualifications for these posts are comparable with those of Ship Surveyor in the Department in the scale of Rs. 900-40-1100-50-1400-50/2-1500 except that for the post of Ship Surveyor 5 years' experience is required as against 2 years' experience for the Junior Naval Architect. The Department has intimated that since the candidates for both the posts are required to possess a degree in Naval Architecture, they generally prefer to complete the requisite 5 years' experience so as to be able to compete for the higher post with the result that two out of the three posts of Junior Naval Architect have continuously remained vacant for the

last several years. The Department has, therefore, recommended that these posts may be placed in the Class I senior scale of pay. Having regard to the foregoing, we recommend that this post be placed in the scale of Rs. 1050-1600.

33. There are 3 posts of Radio Inspector in the Mercantile Marine Department in the pay scale of Rs. 350-25-500-30-590-EB-30-800-EB-30-830-35-900 plus an allowance of Rs. 25 per mensem for boarding vessels. The Radio Inspectors are responsible for the inspection and survey of the entire wireless equipment on merchant ships in accordance with the requirements of the Merchant Shipping Act. The direct recruitment qualifications for these posts provide for a First Class Certificate of Proficiency or Competency in Radio Telegraphy with 5 years' experience in operation, maintenance and adjustment of ship-borne or shore-based wireless stations. The Union Public Service Commission have advised the Department that the qualifications and experience prescribed for the post is not commensurate with the scale of pay and they have suggested that the question of raising it may be considered in order to attract suitable candidates. Having regard to the qualifications and experience required for the post, we recommend the scale of Rs. 700-1300.

34. The Shipping Offices at Bombay and Calcutta, each headed by a Shipping Master (Rs. 1100-50-1300) are responsible for the engagement and discharge of seamen, treatment of distressed seamen, enquiry into disputes between seamen and ship owners relating to wages, etc. The Seamen's Employment Offices at Bombay and Calcutta, which function in the nature of an employment exchange for seamen, are also headed by a Director in the same scale of pay. The Seamen's Welfare Offices at Bombay and Calcutta are under a Principal Seamen's Welfare Officer (Rs. 900-40-1100-50/2-1250). All these posts are filled by promotion from Deputy Shipping Master and Deputy Director and Seamen's Welfare Officer, all of whom are in the pay scale of Rs. 650-30-830-35-900. The duties of the Shipping Master and the Director, Seamen's Employment Office appear to be mainly of an administrative nature. We also consider that a promotion from the scale of Rs. 650-30-830-35-900 to a post in the scale of Rs. 1100-50-1300 is an unusual case of promotion as generally promotions from the Class II posts are either to the junior Class I or the senior Class I scales of pay. As these posts have all along been placed in a higher scale of pay and since there are no further promotional avenues available to them, we recommend the pay scale of Rs. 1300-1700 for the Shipping Master and the Director, Seamen's Employment Office. Government may, however, consider whether these posts should be thrown open for direct recruitment and the Deputy Shipping Master and the Deputy Director, Seamen's Employment Officer should, respectively, be made eligible to compete for the same.

For the post of Principal Seamen's Welfare Officer, we would recommend the scale of Rs. 1200-1600.

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For the posts of Deputy Shipping Master, Deputy Director, Seamen's Employment Office and Seamen's Welfare Officer, which are either filled by promotion of Class II officers in the pay scale of Rs. 450-25-575 or by direct recruitment from amongst graduates with a degree in law and knowledge of mercantile shipping laws and maritime problems, the scale of Rs. 840-1200 would be appropriate.

35. There are Class II Gazetted posts of Executive Officer (3) and Freight Investigating Officer (3) in the pay scale of Rs. 590-30-830-35-900. The posts of Assistant Shipping Master (4), Assistant Director Seamen's Employment Office (5), Regional Officer (Sails) (4) and Deck Passenger Welfare Officer (3) are in the pay scale of Rs. 450-25-575. While in the case of Executive Officer and Freight Investigating Officer direct recruitment is made up to 50% of the posts from amongst Degree holders with 5 years' experience of shipping, for the other posts there is direct recruitment up to 66⅔% from amongst Degree holders with 3 years experience only. We recommend that the Executive Officer and Field Investigating Officer should be placed in the pay scale of Rs. 840-1200. For the posts of Assistant Shipping Master, Assistant Director, Regional Officer and Deck Passenger Welfare Officer in the pay scale of Rs. 450-25-575, we recommend the pay scale of Rs. 650-960.

36. There are 13 posts of Lecturers in Applied Sciences (Rs. 590-30-830-35-900) in the Training Establishments for imparting training in mathematics, engineering and science subjects. These posts are filled by direct recruitment from amongst degree holders in mechanical, electrical engineering or naval architecture with 2 years' practical workshop experience or teaching experience. For the post of Lecturer in Mathematics in Lal Bahadur Shastri Nautical and Engineering College the academic qualifications prescribed are a Second Class Master's degree in Mathematics. The two post of Supervisors of Workshop Training are also in the same scale of pay with comparable qualifications and experience. We recommend the pay scale of Rs. 700-1300 for these posts with up to five advance increments for direct recruits.

37. The Academic Staff Association of the Training Ship 'Dufferin' has represented that the pay scales of Lecturers and Chief Lecturer of the Training Ship 'Dufferin' should have parity with the pay scales of Lecturers and Readers in the National Defence Academy, Khadakvasla. Prior to 1st April, 1972, while the former were in the scales of Rs. 375-25-500-30-590-EB-30-650 and Rs. 600-35-670-EB-35-950, respectively, the latter were in the scales of Rs. 400-400-450-30-600-35-670-35-950 and Rs. 700-40-1100-50/2-1250. The Government has with effect from 1st April, 1972 equated the pay scales of Lecturers and Chief Lecturer in Training Ship 'Dufferin' with those of Lecturers and Readers in the National Defence Academy, Khadakvasla. We recommend that the posts of Lecturer and Chief Lecturer in the

Training Ship 'Dufferin' be brought over on the revised junior and senior Class I scales of pay of Rs. 700-1300 and Rs. 1050-1600 respectively.

38. In Lal Bahadur Shastri Nautical and Engineering College there is one post of Life Boat Instructor in the scale of Rs. 475-25-500-30-590-EB-30-800 and two posts of Radar Instructor-cum-Technician in the scale of Rs. 350-25-500-30-590-EB-30-800-EB-30-830-35-900. For these posts the scale of Rs. 650-1200 would be appropriate.

39. For imparting training in Seamanship and other marine subjects the following categories of staff are employed in the Training Ship 'Dufferin' and the 3 Rating Training Ships:

Training Ship 'Dufferin' (now Rajendra)	3 Rating Training Ships	
	Instructional staff for Seamanship	Instructional staff for Engine Room
Seamanship Instructor (1 post) (Rs. 350-20-450-EB-25-575)	Junior Deck Officer (3 posts) (Rs. 350-20-450-25-525)	Junior Engineer Officer (3 posts) (Rs. 350-20-450-25-525)
Assistant Seamanship Instructor (1 post) (Rs. 250-10-290-15-380-EB-15-470).	Deck Instructor (9 posts) (Rs. 200-10-290-15-320-EB-15-380).	Stoker Instructor (9 posts) (Rs. 200-10-290-15-320-EB-15-380).

These posts are filled by direct recruitment and the minimum qualifications laid down are matriculation with appropriate technical qualifications and service at sea of the prescribed period in the Indian Navy or the Merchant Navy. The Government Pre-sea going Training Ship Employees' Association, Calcutta, representing the instructional staff at the 3 Rating Training Ships, has demanded parity of their pay scales with those of the instructional staff on the Training Ship 'Dufferin'. The official witnesses supported this demand on account of comparability in qualifications and the nature of work. According to them this will also allow for flexibility in deployment. Keeping in view these conditions we are in favour of a parity in the pay scales of the instructional staff at this level in the various training institutions and accordingly recommend the pay scale of Rs. 550-900 for Seamanship Instructor, Junior Deck Officer and Junior Engineer Officer, and the pay scale of Rs. 425-750 for the posts of Assistant Seamanship Instructor, Deck Instructor and Stoker Instructor.

40. For the following posts in the organisations under the Department of Shipping the scales indicated against each would be appropriate:

TABLE 1X

Name of post	Number of posts	Existing pay scale	Proposed pay scale
		Rs.	
Tape Holder (Mercantile Marine Department, Bombay)	1	85-2-95-3-110	200-260
Assistant Life Boat Instructor (Lal Bahadur Shastri Nautical & Engineering College)	1	150-5-175-6-205-EB-7-240	330-560
Physical Training Instructor (Training Ship 'Dufferin')	1	210-10-290-15-320	425-600
Physical Training Instructor-cum-Warden. (Directorate of Marine Engineering Trg.)	1	210-10-290-15-320	425-600
Warden (Directorate of Marine Engineering Training)	4	210-10-290-15-320	425-600
Signalling Instructor (Lal Bahadur Shastri Nautical & Engineering College)	1	200-10-290-15-320-EB-15-380	425-700
Signal Instructor (Training Ship 'Dufferin')	1	335-15-425	425-700
Demonstrator (Directorate of Marine Engineering Training)	2	325-15-475-EB-20-575	550-900

IV. HARBOUR PROJECTS

41. The Ministry has under execution Harbour Projects at Mangalore, Tuticorin and Andaman and Laccadive Islands. Each of these Projects is under the charge of a Chief Engineer-cum-Administrator (Rs. 1800-100-2000). These posts are filled by deputation of Engineering Officers belonging to Central Departments or State Governments, etc. We recommend the pay scale of Rs. 2000-2250 for this post.

For the post of Principal Engineer (Marine) in the pay scale of Rs. 1300-60-1600 and the two posts of Deputy Chief Engineer (Rs. 1100-50-1400) in the Andaman and Laccadive Harbour Works, we recommend the pay scales of Rs. 1500-1800 and Rs. 1300-1700 respectively.

The other Class I and Class II engineering posts in these Projects are in the same pay scales as applicable to the corresponding posts in other engineering organisations and the revised scales proposed for those posts should be extended to these posts also.

42. While the non-gazetted engineering cadre in the Mangalore and Tuticorin Harbour Projects consists of Section Officers in the usual pay scale of Rs. 180-10-290-EB-15-380, the corresponding posts in the Andaman and Laccadive Harbour Works are in two grades, viz., Supervisor (Rs. 180-10-290-EB-15-380) and Engineering Assistant (Rs. 250-10-280-15-380). The post of Engineering Assistant is filled by promotion from Supervisors having 3 years service in the grade and the posts of Supervisor is

filled by direct recruitment from graduates/Diploma holders with 3 years' experience in soil drilling, etc., or matriculates with 10 years' practical experience in drilling. We were informed by the department that the posts of Engineering Assistant were created mainly to open an avenue of promotion to the deserving Supervisors. We understand that there have been difficulties in getting suitable candidates for these posts in the Islands. Having regard to the duties and responsibilities, we do not see any justification for two categories of non-gazetted engineering personnel at this level and recommend that the two levels of Engineering Assistant and Supervisor in the Andaman and Laccadive Harbour Works may be amalgamated and placed in the pay scale of Rs. 425-700. For the Section Officer in the Mangalore and Tuticorin Harbour Projects, now in the scale of Rs. 180-10-290 15-380, we recommend the pay scale of Rs. 425-700.

For the posts of Inspector of Works (Rs. 335-15-425) in Andaman and Laccadive Harbour Works, which are filled by promotion from Supervisor, we may recommend the scale of Rs. 550-750.

43. For the other posts in the Harbour Projects listed in the Table below, we recommend the pay scales indicated against each :

TABLE X

Name of post	No. of posts	Existing pay scale	Proposed pay scale
		Rs.	Rs.
Marine Surveyor (Mangalore and Tuticorin Projects)	2	350-25-500-30-590-30-800-EB-30-830-35-900	650-1200
Quarry Manager (Mangalore and Tuticorin Projects)	2	350-25-500-30-590-30-800-EB-30-830-35-900	650-1200
Purchase Officer (Tuticorin Project)	1	350-25-500-30-590-30-800-EB-30-830-35-900	650-1200
Professional Assistant (Mangalore Project)	1	325-15-475-20-575	550-900
Assistant Marine Surveyor	3	325-15-475	550-750
Junior Marine Surveyor (Mangalore Project)	3	205-7-240	425-700
Chemist (Mangalore Project)	1	210-10-290-15-320-EB-15-425	425-700
Senior Observer (Mangalore & Tuticorin Projects)	2	150-5-160-8-240-EB-8-280-10-300	330-560
Senior Health Inspector (Mangalore Project)	1	150-5-175-6-205-EB-7-240	330-560
Junior Health Inspector (Mangalore Project)	1	130-5-175-EB-6-205-7-212	

Name of post	No. of posts	Existing pay scale	Proposed pay scale
		Rs.	Rs.
Garden Superintendent (Mangalore Project)	2	140-5-175	260-400
Revenue Inspector (Mangalore Project)	2	130-5-160-8-200-EB-8-256-EB-8-280-10-300	290-560
Dress Diver (Tuticorin Project)	1	375-25-500-30-590-EB-30-830-with Rs. 150 p.m. Diving Allowance.	650-1200 (Plus diving Allowance of Rs. 150 p.m.).

V. SENIOR MARINE SURVEYOR, BOMBAY AND SMALLER UNITS

44. The Senior Marine Surveyor, Bombay (Rs. 700-40-1100-50/2-1250) who is responsible for hydrographic surveys, is assisted by 5 Deputy Marine Surveyors (Rs. 400-400-450-30-600-35-670-EB-35-950) and 12 Assistant Marine Surveyors (Rs. 325-15-475). There is direct recruitment to 50% of the posts of Deputy Marine Surveyors from amongst graduates in engineering or those possessing a Certificate of Competency as Second Mate (Foreign-going) with 3 years' practical experience in the Hydrographic Survey Organisation; the remaining 50% posts are filled by promotion of Assistant Marine Surveyors. The posts of Assistant Marine Surveyors are filled by promotion from Senior Draftsmen (Rs. 205-280) with 3 years service or Field Assistants (Rs. 110-180) with 5 years service. While for the post of Senior Marine Surveyor we recommend the pay scale of Rs. 1050-1600, for the posts of Deputy Marine Surveyor and Assistant Marine Surveyor, the scales of Rs. 700-1300 and Rs. 550-750 respectively, would be appropriate.

In this organisation there are 7 posts of Supervisor (Rs. 180-10-290-EB-15-380) and 20 posts of Field Assistant (Rs. 110-3-131-4-155-EB-4-175-5-180) for which we recommend the scales of Rs. 425-700 and Rs. 260-400 respectively.

45. The office of Government Director on the Board of Directors of Indian Shipping Companies, is responsible for maintaining a watch on the financial position of Indian Shipping Companies which have been granted loans from the Government Shipping Development Fund. The Government Director is in the same scale of pay as applicable to a Joint Secretary and the Deputy Government Director is in the scale of Rs. 1600-100-2000. We do not recommend any change in the existing equation of the post of Government Director with a Joint Secretary. For the Deputy Government Director, we recommend the scale of Rs. 1800-2250.

46. The Inland Water Transport Directorate is responsible for carrying out technical examination of schemes received from State Governments and for rendering technical advice on problems connected with inland water transport. The Directorate is headed by a Chief Engineer-cum-Administrator (Rs. 1800-100-2000). This post is filled by transfer or deputation of a Chief Engineer or a Superintending Engineer with 5 years' experience under the Central or State Government or a Port organisation, etc. We recommend the pay scale of Rs. 2000-2250 for this post.

There are two posts of Assistant Marine Engineer and one of Dredging Master in the pay scale of Rs. 400-25-500-30-590-EB-30-800-EB-30-830-35-900 and 3 posts of Assistant River Surveyor in the scale of Rs. 350-25-500-30-590-EB-30-800-EB-30-830-35-900. These are all filled by transfer or deputation of officers holding analogous posts under the Central/State Governments. We recommend the scale of Rs. 650-1200 for these posts.

The other Class I and Class II engineering posts in the Directorate should be brought over on the appropriate revised scales recommended for similar posts in other engineering organisations.

47. There is one post of Overseer (Rs. 250-10-290-15-380-EB-15-470) and 3 posts of Supervisor (Rs. 150-10-250-EB-10-290-15-335-EB-15-380 plus special pay equivalent to 20% of Grade pay) in the Directorate. All these posts are filled by direct recruitment from amongst Diploma holders in Civil Engineering with experience of works in rivers. Having regard to the duties and responsibilities, we recommend for these posts the pay scale of Rs. 425-700 without any special pay.

48. There are artisan category posts in the various organisations under the Ministry. These posts should be placed in the revised scales of pay shown against each in the following Table :

TABLE XI

Existing pay scale	Proposed pay scale
Rs.	Rs.
110-3-131	260-350.
125-3-131-4-155	260-350.
110-3-131-4-155-EB-4-175-5-180	260-400.
125-3-131-4-163-EB-4-175-5-180	320-400.
134-4-150-5-200	320-400.
150-5-175-6-205	330-480.
205-7-240	380-560.
210-10-290-15-320-EB-15-380	425-640.
250-10-290-15-380	425-640.

VI. BORDER ROADS DEVELOPMENT BOARD

49. The civilian personnel under the Board belong to what is referred to as the General Reserve Engineer Force (GREF). The GREF has been created as a departmental construction organisation for the expeditious execution of projects for the development of

communications in certain border areas. The Force is headed by the Director General, Border Roads and the construction programme is organised into projects each under the charge of a Chief Engineer. The organisation is broadly similar to that adopted in the Public Works Departments except that to suit the special needs for which the GREF was organised, its formations have a regimented pattern of both static and non-static units designed on functional lines. Certain provisions of the Army Act apply to the members of the General Reserve Engineer Force for purposes of discipline, otherwise they are governed by the civil rules and regulations. The posts in the GREF pertaining to the engineering, medical, store keeping and workshop categories have been covered by us elsewhere as common categories. We need discuss here only those posts which are borne on scales of pay peculiar to this organisation.

50. Posts of Administrative Officers in the GREF have been given segments of standard scales of pay as can be seen from the table below :

TABLE XII

	Rs.
Civilian Officer, Grade I	700-40-1100-50/2-1150
Civilian Officer, Grade II	400-400-450-30-600-35-670-EB-35-880
Civilian Officer, Grade III	350-25-500-30-590-EB-30-650

Posts of Civilian Officer at the level of Grade III are filled by promotion of Supervisors (Barrack and Stores) Grade I on the scale of Rs. 270-10-290-15-485 or Superintendents, Clerical on the scale of Rs. 350-20-450-25-575. There is direct recruitment up to 40% of vacancies to the posts of Civilian Officers in Grade I and Grade II. For both, a Degree is the prescribed qualification with 5 years' administrative, industrial or managerial experience in the case of Grade II and 10 years of similar experience for Grade I. We feel that it would be sufficient to place the posts of Civilian Officer, Grade III on the scale of Rs. 650-960. In the case of posts in Grade I and Grade II, the reason for not allowing the full standard scales is reported to be the consideration that it is not necessary to do so for a purely temporary organisation. In our view, this is not a sufficient ground for prescribing shorter scales for these posts, particularly in the changed circumstances of to-day. We recommend for the posts of Civilian Officer, Grade II the scale of Rs. 700-1300 and for posts of Civilian Officer, Grade I the scale of Rs. 1050-1600.

51. The official witnesses have also proposed that a Selection Grade should be provided above the level of Civilian Officer, Grade I because of the absence of promotion avenues and because there is a element of direct recruitment to Grade I. We agree to this proposal and recommend that 10% of the strength of Civilian Officers, Grade I should be placed in the Selection Grade of Rs. 1300-1700. This will be subject to our general recommendation with regard to the Selection Grades.

52. The category of pioneers in the GREF and certain others like sweepers, chowkidars, peons, mess waiters, etc., numbering around 35,000, are being remunerated on the scale of Rs. 55-1-70. These employees are entitled to 80% of the normal dearness allowance like the Armed Forces personnel. Prior to 1-1-1969, only a consolidated salary of Rs. 90 per month was admissible. These special provisions have been made in regard to these categories because they are entitled to free rations, free accommodation and clothing in non-static units. Thus a parity has been established between the GREF pioneer and the Army pioneer. Unlike the other civilian personnel, GREF pioneers are not entitled to the special compensatory allowance which is 40% of basic pay in certain specified areas, and 50% of basic pay in certain other areas, subject to a minimum of Rs. 50 in the case of Class IV personnel. They are also not entitled to the special compensatory allowance admissible to Army pioneers in field areas amounting to Rs. 14 or more according to rank. In the static units, where the concession of free ration and free accommodation is not admissible, dearness allowance is paid at full rates in addition to house rent allowance, children education allowance, etc. Very few pioneers are, however, employed in static units.

53. The official witnesses have stated that the GREF pioneers are being treated neither as regular civilians in the matter of emoluments nor as Army personnel in the matter of ration and other amenities. Unlike the Army pioneers, the GREF pioneers have hardly any opportunity for advancing to the higher ranks. We were informed by these witnesses that in the non-static units, it was essential to provide free food, accommodation and allied services and that no deduction should be made on this account unless the pioneers also became entitled to the special compensatory allowance.

54. We have given careful consideration to this matter and feel that the GREF pioneers and other categories who are borne on the scale of Rs. 55-1-70 should be placed on the scale suggested by us for the lowest grade of Class IV staff, viz. Rs. 185-220. The provision of free food, accommodation and clothing

in the non-static units should in the case of these personnel be viewed as a substitute for the special compensatory allowance admissible to civilian employees working at project sites. We would not, therefore, recommend the payment of special compensatory allowance to these categories of GREF personnel, but they should be entitled to dearness allowance at full rates. Although this recommendation, if accepted, will confer substantial benefit on the GREF pioneers, we estimate that taking into account all the allowances and benefits in kind, including the special compensatory allowance which would be admissible to Army pioneers in these areas, the latter will continue to have an edge over the GREF pioneers.

55. As mentioned earlier, in the qualifying areas, the civilian personnel of the GREF, other than the pioneers and the like, are entitled to special compensatory allowance in addition to free rations. We feel that this can be justified only at construction sites considering that project allowance is not admissible and, therefore, the issue of free rations can be offset on that account. On completion of these projects when they move into the maintenance stage, not only the intensity of work decreases but also the accessibility to the place and means of communication can be taken as having been greatly improved. It would not be justified, therefore, to issue rations free in such places to the GREF personnel excluding the pioneers and others who are not given the special compensatory allowance. We would recommend that qualifying areas should be further classified into 'construction projects' and 'maintenance projects'. In the former both special compensatory allowance and free rations should be admissible, but in the latter only the special compensatory allowance should be admissible. While supply of rations might have to be arranged departmentally on maintenance projects also because of the lack of market facilities, the notional cost of the rations excluding the departmental charges on procurement, transport and storage should be recovered from the GREF personnel other than the pioneers and categories similarly placed.

MINISTRY OF STEEL AND MINES

I. DEPARTMENT OF STEEL

1. The Department of Steel is responsible for the steel industry in the public and private sectors, including the establishment of new steel plants in the public sector. It controls a number of public sector undertakings such as Hindustan Steel Ltd., Bokaro Steel Ltd., and the Heavy Engineering Corporation. The organisation of the Iron & Steel Controller, Calcutta, which is an attached office of the department, administers the Iron and Steel (Control) Order and also controls the distribution and import and export of iron and steel items. The Government has recently set up a Holding Company for the management of the steel plants in the public sector and of allied matters, and the Chairman of the Holding Company is *ex-officio* Secretary to Government. The distribution of functions between the Ministry proper and the Holding Company is not yet clear and, therefore, we have proceeded to deal with the posts under this Ministry on the existing basis.

2. *Secretariat proper*.—We deal here only with the few posts peculiar to this department. These are :—

TABLE I

Designation	Number	Existing Scale
		(Rs.)
Senior Industrial Adviser	1	2000-125-2250
Industrial Adviser	1	1800-100-2000
Development Officer	3	700-40-1100-50/2-1150-1300-60-1600
Deputy Director	1	700-40-1100-50/2-1250
Assistant Development Officer	3	400-400-450-30-600-35-670-EB-35-950
Artist	1	350-25-500-30-590-EB-30-800-EB-830-35-900

The Senior Industrial Adviser is on the same scale as the Senior Industrial Adviser in the Department of Mines. We recommend the revised scale of Rs. 2250-2750. For the Industrial Adviser the revised scale of Rs. 2000-2250 would be appropriate. For the Development Officer and Assistant Development Officer the recommendations we have made for these categories in the Ministry of Industrial Development should apply. The post of Deputy Director should be in the scale of Rs. 1050-1600 and that of the Artist in the revised scale of Rs. 650-1200.

Iron and Steel Controller

3. There are a few administrative and technical posts which are peculiar to this organisation. In regard to these our recommendations are as follows :—

TABLE II

Designation	Number	Existing Scale	Proposed Scale
		Rs.	Rs.
Iron & Steel Controller	1	2500-125/2-2750	2500-2750
Deputy Iron & Steel Controller	2	1300-60-1600	1500-1800
Deputy Director (Administration)	1	900-50-1250	1050-1600
Deputy Assistant Iron & Steel Controller	5	400-25-500-30-590-EB-30-680	650-960
Senior Steel Control Inspector	1	—do—	
Assistant Director (Administration)	1	—do—	
Junior Inspector	3	320-15-470-EB-15-530	550-800

4. Other posts now on the scale of Rs. 700-1250 and Rs. 400-950 may be on the revised scale of Rs. 1050-1600 and Rs. 700-1300 respectively. There are two posts of Development Officers (Rs. 700-1600), two of Assistant Development Officers (Rs. 400-950), and one post of Industrial Adviser (Rs. 1800-2000). Our recommendation in respect of these categories in the secretariat of the Department apply here also. The posts of Deputy Price and Accounts Officer (Rs. 700-1250), and Price and Accounts Officer (Rs. 1300-1600), which are filled by deputation of the officers of the I.A. & A.S. should be placed in the revised scale of Rs. 1050-1600 and Rs. 1500-1800 respectively.

II. DEPARTMENT OF MINES

5. The Department of Mines is responsible for the speedy exploitation of the mineral resources in the country, barring atomic minerals, rare earths and iron. The Department has the following subordinate offices under its control :—

- (i) Geological Survey of India ;
- (ii) Indian Bureau of Mines ;
- (iii) Office of the Coal Controller ; and
- (iv) Controller of Mining Leases.

Secretariat of the Department

6. The Secretariat has 285 personnel of which 25 are in Class I, 106 in Class II (gazetted and non-gazetted), 103 in Class III, and 51 in Class IV. Most of these posts are covered by out recommendations on the common categories and we propose to deal here only with the few technical posts that are special to the Department. The distribution of these posts is given in the table below :—

TABLE III

Designation	No.	Existing Scale
		(Rs.)
Chief Technical Adviser	1	2500-125/2-2750
Senior Industrial Adviser	1	2000-125-2250
Mining Adviser (Coal)	1	1600-100-2000
Mining Adviser (Metalliferous)	1	1600-100-2000

7. The services of the Chief Technical Adviser has been obtained on deputation terms and no recruitment rules have so far been framed. The other posts are also filled by deputation failing which there is to be direct recruitment. In the latter case the requirements are as follows :—

(i) *Senior Industrial Adviser*.—Degree in Metallurgical Engineering and 15 years of planning, development, design and/or production experience in a non-ferrous metal industry.

(ii) *Mining Adviser (Coal)*.—Degree in Mining Engineering, 1st Class Mine Manager's Certificate, 4 years' experience as Mine Manager and also ex-

perience in the operation of large mechanised open cast and underground mines and coal washeries.

(iii) *Mining Adviser (Metalliferous)*.—As above but with 11 years' experience in metalliferous mines.

8. We recommend a pay of Rs. 3000 for the Chief Technical Adviser. For the Senior Industrial Adviser we recommend the scale of Rs. 2250-2750 and for the two Mining Advisers the scale of Rs. 2000-2250.

Geological Survey of India (GSI)

9. The main function of the GSI is the systematic geological mapping of the whole country, after scientific survey, drilling and exploratory mining. Other functions include geotechnical investigations in connection with irrigation and other engineering projects, seismological studies and fundamental research in the earth sciences. The Airborne Mineral Survey and Exploration Organisation, which was a separate unit under the Department of Mines, has been merged recently with the Geological Survey. It is proposed to separate the work of exploratory drilling from the Survey and entrust it to an autonomous corporation that is to be formed. The total number of personnel in the GSI is 11,919 of which 1347 are in Class I, 793 in Class II (gazetted and non-gazetted), 7156 in Class III, and 2623 in Class IV. The Survey is headed by a Director General. There are five Regional Offices each under a Deputy Director General. The Class I and Class II posts in the GSI can be divided into the scientific, technical and non-technical categories. In the scientific category, there are three cadres of geologists, geophysicists and chemists. In the technical category also, there are three cadres of mining engineers, drilling engineers, and mechanical engineers. The pay scales and distribution of posts are given in the table on next page:—

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TABLE IV
Geological Survey of India—Class I and II Posts

Pay Scale	Geologists	Geophysicists	Chemists	Mining Engineers	Drilling Engineers	Mechanical Engineers	Others	Total
Class I Posts								
Rs. 2250-125-2500	Director General (1)	—	—	—	—	—	—	1
1800-100-2000	Deputy Director General (6)	—	—	Chief Mining Engineer (1)	—	—	—	7
1600-100-2000	—	—	—	—	Chief Drilling Engineer (1)	—	—	1
1600-100-1800	Director (S.G.)*	Chief Geophysicist (1)	Chief Chemist (1)	Supdtg. Mining Engr. (4)	Asstt. Chief Drilling Engr. (1)	—	Director of Administration (1)	8
1300-60-1600	Director (51)	Supdtg. Geophysicist (6)	Supdtg. Chemist (4)	—	Drilling Engineer (7)	Supdtg. Mechanical Engr. (2)	Controller of Stores (1)	71
1100-50-1400(a)	Regional Mining Geologist (3)	—	Chemist (SG) (1)	—	—	—	—	4
900-40-1100-50-1400	—	—	—	Sr. Mining Engr. (12)	—	—	—	12
700-50-1250	Geologist Senior (218)	Geophysicist Senior (69)	Chemist Senior (22)	—	—	—	Mineralogist Senior (8)	317
700-40-1100-50-2-1250	—	—	—	—	Deputy Drilling Engr. (25)	Mechanical Engr. (Sr) (7)	Cost Accounts Officer (1)	33
700-40-1100-50-2-1150	—	—	—	—	—	—	Senior Administrative Officer (9)	9
400-40-800-50-950	Geologist Junior (614)	Geophysicist Junior (89)	Chemist Junior (59)	Jr. Mining Engineer (32)	Asstt. Drilling Engr. (54)	Mechanical Engr. Jr. (21)	Mineralogist Junior (15)	777
400-400-450-30-600-35-670-EB-35-950	—	—	—	—	—	—	—	107
Class II (Gazetted)								
500-30-830-35-900	—	—	—	—	—	—	(i) Assistant Cost Accounts Officer (1) (ii) Chief Artists (1)	TOTAL 1347
350-25-500-30-650-EB-30-800-EB-30-830-35-900	Assistant Geologist (252)	Assistant Geophysicist (111)	Assistant Chemist (76)	Shift Boss (36)	Driller (185)	—	(i) Asstt. Mech. Engr. (Transport) (4) (ii) Officer Surveyor (14) (i) Stores Officers (2) (ii) Administrative Officer (24)	678
350-35-500-30-600	—	—	—	—	—	—	(i) Publication Officer (1) (ii) Artist (9) (iii) Asstt. Administrative Officer (37) (iv) Asstt. Stores Officer (2)	26
350-25-500-30-800	—	—	—	—	—	Assistant Mechanical Engineer (2)	—	51

N.B.—These figures do not include the posts which have been transferred recently from the Air Borne Mineral Survey and Exploration Organisation.

* 25% of the Directors, posts, though existing, have not been operated.

(a) This grade has since been abolished.

10. *Scientific & Technical Posts (Class I & Class II).*—Of the Class II posts in the geologist and chemist cadres 75% are directly recruited with 25% being filled by promotion. In the other cadres direct recruitment to Class II is 50%, except in the case of the Assistant Mechanical Engineer where direct recruitment is 100%. For Junior Class I posts there is 50% direct recruitment and 50% promotion from the corresponding Class II posts in all the cadres, except mining where there is only direct recruitment. All higher posts are filled by promotion except for 25% of the posts of chemists (senior), geophysicists (senior) (instrumentation), and geophysicists (senior) for which there is direct recruitment.

11. The general demands made by the scientific and technical officers have been discussed at length in the Chapters on Scientific Services and Engineering Services. Our recommendations in respect of Class II, Class I Junior and Class I Senior scales of the scientific and engineering services will apply to the scientific and technical officers of the GSI as well. The higher scientific posts have been dealt with in the Chapter on Scientific Services.* In regard to the other posts our recommendations are as follows :—

- (i) There are two posts of Assistant Mechanical Engineers in the scale of Rs. 350-25-500-30-590-EB-30-800 with a lower maximum than in the standard Class II scale. The promotion grade is the Class I Junior scale as with other Class II posts in this Survey. Some posts of Assistant Mechanical Engineers (Transport) have been created recently, but on the standard Class II scale of pay. We see no justification for two different scales for the Assistant Mechanical Engineers and recommend that the standard Class II scale should be adopted for the two posts at present on the lower scale.

- (ii) The Senior Mining Engineers are on a scale of Rs. 900-1400, which is higher than the normal Class I Senior scale. The Superintending Mining Engineers are in the scale of Rs. 1600-1800 which is better than the normal Junior Administrative Grade. It seems this advantage exists in the mining cadre due to difficulties in recruiting mining engineers. The Chairman of the Union Public Service Commission confirmed that the difficulties are continuing. The Senior Mining Engineer and Superintending Mining Engineer should, therefore, continue to have the existing lead and we recommend the revised scales of Rs. 1200-1700 and Rs. 1800-2000 respectively.

- (iii) For the posts of Drilling Engineer and Superintending Mechanical Engineer, we recommend the scale of Rs. 1500-2000.

- (iv) For the Controller of Stores (Rs. 1300-1600) we recommend the revised scale of Rs. 1500-1800.

- (v) For the Chief Drilling Engineer the revised scale of Rs. 2000-2500 would be appropriate. The Chief Mining Engineer should be in the scale of Rs. 2250-2500. The Additional Chief Drilling Engineer should be in the scale of 1800-2000.

12. *Scientific & Technical posts (Class III).*—The Class III posts in the GSI are divided into several groups namely, (i) geology, (ii) geophysics, (iii) chemistry, (iv) geophysical workshop, (v) engineering workshop, (vi) carpentry, (vii) drawing, (viii) survey, (ix) transport, (x) mining, (xi) drilling, (xii) blasting, (xiii) photography, (xiv) printing, (xv) publication, (xvi) petrology, (xvii) modelling, and (xviii) miscellaneous. The pay scales and distribution of posts in eleven of these groups is given in the table below :

TABLE V
Non-Gazetted Scientific and Technical Posts (Class III)

Pay scale	Geo-physical Workshop	Mining	Drilling	Blasting	Photography	Printing	Petrology	Publication	Modelling	Survey	Misc.	TOTAL
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Rs.												
350-25-450-25-575 . . .	—	—	—	—	1	—	—	—	—	—	—	1
350-20-450-25-475 . . .	—	—	—	—	—	—	—	—	—	—	128	128
325-15-475-EB-20-575 . . .	—	—	—	—	—	1	—	—	1	—	12	14
325-15-475 . . .	109	42	121	3	—	1	—	—	9	68	—	353
250-10-290-15-380 . . .	3	—	—	—	—	—	—	—	—	—	—	3
210-10-290-15-320-EB-15-425 . . .	30	12	—	35	—	—	—	4	8	31	9	129
210-10-290-EB-15-380 . . .	—	—	—	—	10	—	—	—	—	—	—	10
205-7-240-8-280 . . .	—	—	205	—	—	—	—	—	—	—	—	205

*Chapter 15.

TABLE V—*contd.*

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
200-10-290-EB-15-380	—	9	—	—	—	—	—	—	—	—	—	9
180-10-290-EB-15-380	—	—	—	—	9	—	—	—	—	110	—	119
175-6-205-7-240	—	—	—	—	—	4	—	—	—	—	—	4
150-5-175-6-205-EB-7-240	48	—	254	13	36	6	6	4	3	164	1	535
150-10-250-EB-10-290-15-335-EB-15-380	—	10	—	—	—	—	—	—	—	—	9	19
130-5-160-8-200-EB-8-256-EB-8-280-10-300	—	64	—	—	—	—	—	—	—	—	—	64
110-4-150-EB-4-170-5-180-EB-5-225	—	—	—	—	12	1	—	—	—	—	3	16
110-4-150-EB-4-170-5-180-EB-5-200	41	—	—	—	—	—	—	—	—	—	—	41
110-3-131-4-155-EB-4-175-5-180	—	26	377	—	—	16	—	—	—	—	—	419
110-3-131-4-139	—	20	—	—	—	—	—	—	—	—	—	20
110-3-131	—	—	—	—	—	—	—	—	—	—	25	25
85-2-95-3-128	—	—	642	—	—	—	—	—	—	—	—	642
TOTAL	231	183	1599	51	68	29	6	8	21	373	187	2756

N.B.—These figures do not include the posts in the Air Borne Mineral Survey and Exploration Organisation which have been transferred to the Geological Survey of India.

13. Groups (i) to (iii) have been covered in the Chapter on Scientific Services. Similarly, groups (v) and (vi) have been covered in the Chapter on Workshop Staff, groups (vii) under 'Draftsmen', and (ix) under 'Drivers'. We deal below with each of the remaining groups separately.

14. *Geophysical Workshop*.—The group comprises the following :—

TABLE VI

Designation	Existing Scale	No.
	Rs.	
Mechanic (Geophysics)	110-200	41
Precision Instrument Mechanic.	150-240	48
Technical Assistant (Geophysical Workshop).	210-425	9
Junior Technical Assistant (Geophysics).		21
Foreman (Geophysical W/Shop).	250-380	3
Senior Technical Assistant (Geophysical Workshop).	325-475	19
Senior Technical Assistant (Geophysics Instrumentation).		12
Senior Technical Assistant (Geophysics).		78
		231

15. Mechanics are recruited from among matriculates having a Diploma from a technical institute. Persons having similar qualifications and 3 years' experience are recruited to 25% of the posts of Precision Instrument Mechanics with the other 75% being promoted from Mechanics. Precision Instrument Mechanics are promoted as Technical Assistants (Geophysical Workshop), and Foremen (Geophysical Workshop). The two latter categories

are promoted as Senior Technical Assistants (Geophysical Workshop). Junior Technical Assistance (Geophysics) are directly recruited from among those who have an M.Sc. or B.Sc. (Honours) in Geophysics. The promotion avenue is to the grade of Senior Technical Assistant (Geophysics). Senior Technical Assistants (Geophysics Instrumentation) are recruited direct from among candidates with either M. Tech. or M.Sc. degree in Electronics/Instrument Technology.

16. The geophysical workshop carries out repair, maintenance, and fabrication of geophysical, mechanical, electrical and electronic instruments and accessories used in geophysical investigations. The work carried out is partly scientific and partly precision engineering. In line with our recommendations on the scientific and workshop categories, we recommend the following revised scales :—

TABLE VII

Designation	Proposed Scale
	Rs.
Senior Technical Assistant (Geophysics).	550-900
Senior Technical Assistant (Geophysics Instrumentation).	
Senior Technical Assistant (Geophysical Workshop).	550-750 with 20% of the posts in 700-900.
Foreman (Geophysical W/Shop)	455-700
Junior Technical Assistant (Geophysics).	425-700
Technical Assistant (Geophysical Workshop).	425-640
Precision Instrument Mechanic	380-560
Mechanic (Geophysical W/Shop).	260-430

17. We have drawn a distinction between Senior Technical Assistant of the Scientific stream (geophysics and geophysics instrumentation) for whom an M.Sc. degree has been prescribed and the Senior Technical Assistant (Geophysical Workshop) who is in the Workshop stream and is promoted from Foreman and Technical Assistant (Geophysical Workshop). The former, we have placed on par with other Senior Scientific Assistants and recommended the same scale as proposed for this category in the Chapter on Scientific Services. As for the latter, we have felt that they should seek their relativity or parity with the workshop category and have recommended likewise. To avoid any confusion the Senior Technical Assistant (Geophysical Workshop) may be designated as Senior Foreman. To maintain the existing internal parity we have recommended that 20% of the posts of Senior Technical Assistants (Geophysical Workshop) should be on the higher scale of Rs. 700-900.

18. *Mining*.—The Class III posts in this group are the following :—

TABLE VIII

Designation	Existing Scale	No.
	Rs.	
Winch Driver/Operator	110-139	20
Winding Engineman	130-300	10
Overman/Underground/Assistant.	200-380	9
Junior Technical Assistant (Mining).	210-425	12
Senior Technical Assistant (Mining).	325-475	42

19. Winch Drivers/Operators are promoted as Winding Enginemen. For Winding Enginemen, Winch Drivers/Operators the scale of Rs. 330-560 and Rs. 260-350 respectively, would be suitable. The Overman/Underground Assistant is recruited direct from among engineering diploma holders or holders of a certificate in mining engineering. The Junior Technical Assistant (Mining) is a promotion post for Overman/Underground Assistant. We enquired from the Department whether it is necessary to have the Overman/Underground Assistant and the Junior Technical Assistant as separate categories specially when the pay scales are close and promotion from the lower to the higher post does not confer substantial benefit. The number of Overmen/Underground Assistants is 9 and that of Junior Technical Assistants (Mining) 12. The Department has no objection if the two categories are merged. Since the qualification required for the Overmen/Underground Assistants is a diploma they should be on the same scale as we have recommended for other diploma holders in the workshops namely Rs. 425-640. The posts may be merged with those of Junior Technical Assistants (Mining), who may also be on the same scale.

20. The Senior Technical Assistant (Mining) is at present on the same scale as Senior Technical Assistants (Geology, Geophysics etc.) on the scientific side of this survey. 25% of the posts are directly recruited from among graduates in mining engineering or Diploma holders in mining, the other 75% being promoted from the grade of Junior Technical Assistant (Mining). While dealing with Scientific staff we have recommended that the Senior Technical Assistants in the scientific branches of the GSI should be brought to the level of Senior Scientific Assistants elsewhere and their pay scale should be Rs. 550-900. The pay of Senior Technical Assistants in the mining branch should on the other hand, conform to what we have generally recommended for the comparable level in engineering categories, and, we recommend the scale of Rs. 550-750. However, in order to maintain the existing internal parity with Senior Technical Assistants in the scientific branch, we recommend that 20% of these posts should be in the scale of Rs. 700-900.

21. *Drilling*.—Particulars of the posts in the drilling group are given below :—

TABLE IX

Designation	Existing Scales	No.
	Rs.	
Drillman Grade II	85-128	642
Drillman Grade I (340) Drillman Underground (37)	110-180	377
Drill Operator	150-240	254
Junior Technical Assistant (Drilling)/Drilling Asstt.	205-280	205
Senior Drilling Assistant	325-475	121

22. Posts of Drillman Grade II are filled by direct recruitment from those who have passed middle school and have knowledge of repairing jack-hammers and other drilling tools. Half of the posts of Drillman Grade I are filled by promotion from Grade II and the rest by direct recruitment from among matriculates who have one year's experience in the preparation of core samples. Half the posts of Drill Operators are filled by promotion of Drillman Grade I, and the rest, by direct recruitment of matriculates, who have undergone training with the Geological Survey of India, or the Indian Bureau of Mines. 75% of the posts of Drilling Assistants are filled by promotion of Drill Operators. The remaining 25% are filled by direct recruitment of Diploma holders in mining, or mechanical engineering, or of science graduates, who have completed training under the drilling scheme of the GSI and the IBM, 75% of the posts of Senior Drilling Assistants, are filled by promotion of Drilling Assistants and the remaining by direct recruitment of graduates in mining or mechanical engineering.

23. Having regard to the duties in the above posts, and the qualifications prescribed for direct recruitment, and also to the remuneration prevailing for persons with similar skills in the mining undertakings in the public sector, we recommend the following scales :

TABLE X

Designation	Proposed Scale
	(Rs.)
Drillman Grade II	200-280
Drillman Grade I Drillman Underground }	260-400
Drill Operator	330-480
Drilling Assistant Junior Technical Assistant (Drilling). }	425-640
Senior Drilling Assistant	550-750 with 20% of the posts in the scale of Rs. 700-900.

24. *Blasting*.—Posts in this group are those of Shot Firing Mistry (Rs. 150-240), Technical Assistant (Blasting) (Rs. 210-425), and Senior Technical Assistant (Blasting) (Rs. 325-475). Recruitment is to the level of Shot Firing Mistry from among those having a certificate granted under the Indian Coal Mines Regulations and about two years' experience. The higher posts are filled by promotion. We recommend the following scales :

TABLE XI

Designation	Proposed Scale
	(Rs.)
Senior Technical Assistant (Blasting)	550-750. 20% of posts should be in the scale of 700-900.
Technical Assistant (Blasting)	425-640
Shot Firing Mistry	330-480

25. *Photography*.—Other than Photographers the posts in this group are as follows :

Designation	Existing Scale
	(Rs.)
Process Engraver Grade II	110-225
Process Engraver Grade I	150-240
Chief Process Engraver	180-380
Senior Photo Process Engraver	210-380
Superintendent (Printing)	325-575
Artist (Photo)	350-575

26. Process Engravers Grade II are recruited from among matriculates with 3 years' experience in the preparation of half-tone and line blocks. Higher posts are filled by promotion except that 25% of posts of Process Engraver Grade I are directly recruited from among persons with the same qualifications as for Process Engraver Grade II. Our recommendations in respect of these posts are as follows :

TABLE XII

Designation	Proposed Scale
	(Rs.)
Process Engraver Grade II	260-430
Process Engraver Grade I	330-480
Chief Process Engraver	425-640
Superintendent (Printing)	550-900
Artist (Photo)	650-960

27. *Printing*.—The posts in this group have been covered in Chapter 20.

28. *Petrology*.—Head Section Cutters are in the scale of Rs. 150-240. We recommend the new scale of Rs. 330-480.

29. *Publication*.—For the Technical Assistant (Publication) (Rs. 210-425) and Proof Readers (Rs. 150-240), we recommend the scale of (Rs. 425-700) and (Rs. 330-560) respectively.

30. *Modelling*.—Palaeontology Sculptor (Rs. 325-575), Technical Assistant (Sculpture) (Rs. 210-425) and Modeller (Rs. 150-240), should be in the scales of (i) Rs. 550-900, (ii) Rs. 425-700 and (iii) Rs. 330-560 respectively.

31. *Miscellaneous*.—There are 9 posts of Instrument Operators in the scale of Rs. 150-380. 75% are directly recruited from among graduates with physics, mathematics and geology, and are engaged on the operation of geophysical instruments. Considering the qualifications and the duties, we feel that they should be on a better scale. They have also no promotion avenue and accordingly the revised scale of Rs. 380-640 would be appropriate. Computers are in the scale of Rs. 110-225 and are directly recruited from among matriculates who are trained in the operation of computing machines. A scale of Rs. 260-430 would be suitable.

32. *Other Posts*.—There are a number of other posts in the Class III and Class IV which are similar to workshop and artisan staff, but which have not been covered in this chapter. The scales recommended in the chapter on workshop staff for similar posts will apply. For posts in the surveyor group the scales recommended for the common category of draftsmen should be adopted.

Non-Technical Posts

33. *Class I and Class II Posts.*—The details of these posts are given below :

TABLE XIII

Designation	Existing Scale (Rs.)
Director of Administration . . .	1600-100-1800
Cost Accounts Officer . . .	700-40-1100-50/2-1250
Senior Administrative Officer . . .	700-40-1100-50/2-1150
Assistant Cost Accounts Officer . . .	590-900
Administrative Officer	475-800
Store Officer	
Asstt. Administrative Officer	350-800
Publication Officer	
Asstt. Stores Officer	

34. The Cost Accounts Officer and Assistant Cost Accounts Officer should be on the corresponding scales applicable to Cost Accounts Officers, generally, as recommended by us in Chapter 27. 50% of the posts of Assistant Administrative Officers are directly recruited from among graduates with three years' experience. Administrative Officers are promoted from among Assistant Administrative Officers. The higher posts of Senior Administrative Officers are filled, two-thirds by promotion of Administrative Officers, and one-third by direct recruitment of graduates with seven years' experience. We understand that there is no difference in the duties of Assistant Administrative Officers and Administrative Officers. Since the two scales have the same maximum we recommend for these posts the same scale, namely Rs. 650-1200. Stores Officer, Assistant Stores Officer and Publications Officer should also be on the same scale. The scale of the Senior Administrative Officer stops short of the Standard Class I Senior Scale by Rs. 100 at the maximum. We recommend the scale of Rs. 1050-1600 for these posts. For the Director of Administration we recommend the scale of Rs. 1800-2000.

35. *Class III Posts.*—The Class III posts outside the common categories in the non-technical branch, and our recommendations thereon, are given in the table below:—

TABLE XIV

Designation	No.	Existing Scale	Proposed Scale
		Rs.	Rs.
Superintendent . . .	127	350-20-450-25-475	550-750
Assistant Editor . . .	1		
Documentation Assistant . . .	2	210-10-290-15-320-EB-15-425	425-700
Map Moulder . . .	25	110-3-131	260-350
Museum Attendant . . .	5	85-2-95-3-110-EB-3-128	200-280

Indian Bureau of Mines (IBM)

36. The Bureau is charged with the task of inspection of mines with a view to ensuring systematic exploitation of mineral resources, providing technical consultancy service on payment to the mining industry regarding appraisal and exploitation of mineral deposits, research on beneficiation of low grade ores, publication of statistics on mineral production in India, maintenance of information in respect of international mineral trade etc. It is headed by the Controller, Indian Bureau of Mines who is assisted by Controllers of Mines and Regional Controllers of Mines. The total strength of the Bureau and its Regional Offices is 1019 of which 132 are in Class I, 38 in Class II (gazetted and non-gazetted), 630 in Class III and 219 in Class IV.

Class I and Class II (Scientific & Technical)

37. The bulk of the posts are in the scientific and engineering categories. The distribution of the Class I and Class II posts in these two categories is given in the table below :

TABLE XV

Designation	Number	Existing Scale (Rs.)
<i>Class I</i>		
Controller of the Indian Bureau of Mines	1	1800-100-2090
Controller of Mines	2	1600-100-1800
Regional Controller of Mines	10	1300-60-1600
Superintending Officer (Ore Dressing).	1	
Superintending Mineral Economist	1	
Regional Mining Geologist	2	1100-50-1400
Mineral Economist	2	
Deputy Controller of Mines	21	900-40-1100-50-1400
Senior Mining Geologist	8	700-50-1250
Deputy Ore Dressing Officer	5	
Deputy Mineral Economist (Intelligence)	6	
Metallurgist	1	700-40-1100-50/2-1250
Senior Editor	1	
Assistant Ore Dressing Officer	11	400-40-800-50-950
Junior Mining Geologist	12	
Assistant Mineral Economist (Intelligence).	8	
Chemist	2	400-400-450-30-600-35-670-EB-35-950.
Assistant Director (Publication)	1	
<i>Class II</i>		
Assistant Research Officer (Ore Dressing)	3	350-25-500-30-590-EB-30-800-EB-830-35-900
Assistant Mining Engineer	6	
Mineral Officer (Intelligence)	4	350-25-500-30-590-EB-30-800.
Assistant Mining Geologist	4	
Publication Officer	1	

38. The general demands of Scientific and Technical Officers of the Indian Bureau of Mines have been discussed in the Chapters on Scientific and Engineering Services. The scales suggested by us for the Junior and Senior grades in the Class I Scientific and Engineering Services should apply to these grades in the Indian Bureau of Mines. For the posts of Deputy Controller of Mines which are now in the scale of Rs. 900–1400 we recommend—and for similar reasons—the scale as prescribed by us in respect of the Senior Mining Engineer in the Geological Survey, namely Rs. 1200–1700. Posts which are at present in the standard Class II scale should be in the revised scale of Rs. 650–1200.

39. For the remaining posts our recommendations are:—

TABLE XVI

Designation	Proposed Scale (Rs.)
(i) Controller of the Indian Bureau of Mines	2250–2500
(ii) Controller of Mines	2000–2250
(iii) Regional Controller of Mines— Superintending Officer (Ore Dressing) Superintending Mineral Economist	1500–2000
(iv) Regional Mining Geologist— Mineral Economist	1300–1700
(v) Publication Officer	650–1200

40. *Class I & Class II (non-technical).*—The (non-technical) Class I and Class II posts should be in the following revised scales:—

TABLE XVII

Designation	Existing Scale Rs.	Proposed Scale Rs.
Senior Administrative Officer	700–1100	1050–1600
Administrative Officer	590–830	840–1200
Assistant Stores Officer/Assistant Administrative Officer.	350–800	650–1200

41. *Class III posts.*—Only some technical posts which are peculiar to this organisation need to be examined here. The particulars of these posts are given in the table below:—

TABLE XVIII

Designation	Existing Scale Rs.	No.
Senior Technical Assistant (Mining) (30)/ (Publication) (1).	325–475	31
Mines Surveyor	250–380	3
Junior Technical Assistant (Mining) (11)/ (Publication) (2).	210–425	13
Senior Surveyor	180–380	6
Junior Surveyor	150–240	6

42. Junior Technical Assistants (Mining) are recruited from among Diploma holders in mining engineering. 25 per cent of the posts of Senior Technical Assistants (Mining) are filled by direct recruitment of graduates in mining engineering or diploma holders with 3 years' experience in mines.

The other 75 per cent of the posts are filled by promotion of Junior Technical Assistant (Mining). Junior Surveyors are recruited direct from among matriculates with a Certificate in Surveying and 1 year's experience in surveying. Senior Surveyors are promoted from the grades of Junior Surveyors. The Junior Technical Assistants (Publication) are recruited from graduates in Science or Economics and Senior Technical Assistants from among candidates with the same qualifications but having 2 years' experience in handling technical publications and familiarity with the operation of printing processes, layout etc. Mine Surveyors are directly recruited from among matriculates who possess the Mines Surveyor's Certificate issued by the Directorate General of Mines Safety. Having regard to the duties and the qualifications prescribed for direct recruitment, we recommend the following scales:—

TABLE XIX

Designation	Proposed Scale Rs.
Senior Technical Assistant (Publication).	550–900
Senior Technical Assistant (Mining)	550–750. 20% of the posts should be in the scale of 700–900.
Mine Surveyor	425–700
Junior Technical Assistant (Publication).	
Senior Surveyor	425–640
Junior Technical Assistant (Mining)	
Junior Surveyor	330–560

Office of the Coal Controller

43. The Coal Controller exercises statutory functions relating to licensing, lease and regulation of coal mines and distribution and pricing of coal (when the situation warrants). Other functions include planning and development of coal production, scrutiny of the coal industry's requirements of foreign exchange for mining machinery, and maintenance of statistics of the availability and requirements of coal. Outside the common categories, the pay scales and distribution of posts is given in the table below:—

TABLE XX

Designation	No.	Existing Scale Rs.
Coal Controller	1	No pay scale prescribed, but 2250 is personal to the present incumbent.
Deputy Coal Controller (Production).	1	1600–1800
Joint Deputy Coal Controller	1	1300–1600
Coal Superintendent	1	
Deputy Coal Superintendent	2	1100–1400 plus S.P. 150.
Assistant Coal Controller	3	700–1250
Assistant Coal Superintendent Grade I	5	
Secretary to Coal Controller	1	400–950
Deputy Assistant Coal Controller	7	
Assistant Coal Superintendent Grade II.	2	
<i>Class II</i> Administrative Officer	1	590–900
Superintendent (Headquarters)	14	350–575
<i>Class III</i> Loading Inspector	31	205–7–240

44. Assistant Coal Superintendents Grade II are directly recruited from among graduates in mining engineering having a Second Class Colliery Manager's Certificate of Competency. They get promoted as Assistant Coal Superintendents Grade I, Deputy Coal Superintendent, Joint Deputy Coal Controller/Coal Superintendent and Deputy Coal Controller. There is also the non-technical stream of Deputy Assistant Coal Controllers, 50% of whom are directly recruited from among graduates with three years' experience of production and distribution of coal. The rest are promoted from Superintendents (Rs. 350-575). Their promotion avenue is to Assistant Coal Controller and Deputy Coal Controller. The post of Secretary to the Coal Controller is open to direct recruitment.

45. The two posts of Deputy Coal Superintendents which are in the scale of Rs. 1100-50-1400 carry a special pay of Rs. 150 per month. The provision of the special pay brings the emoluments at the minimum and the maximum of the scale to Rs. 1250 and Rs. 1550, respectively. These amounts are very near the minimum and the maximum of the grades of Coal Superintendent and Joint Deputy Coal Controller which are promotion posts for Deputy Coal Superintendents. In view of this, We see no justification for keeping the two sets of posts separate and recommend that they should be merged.

46. The Technical Officers of the Coal Controller's Organisation have asked for higher emoluments, comparable with those available to persons with similar training in the mining industry whether in the public or private sectors. In conformity with our general recommendations on Class I and Class II

scales, the following revised scales would be suitable for the various posts in this organisation :—

TABLE XXI

Designation	Proposed Scale
	Rs.
Coal Controller	2250-2500
Dy. Coal Controller (Production)	1800-2000
Joint Deputy Coal Controller	1500-1800
Coal Superintendent	
Deputy Coal Superintendent	
Assistant Coal Superintendent Grade I	1050-1600
Assistant Coal Controller	
Assistant Superintendent Grade II	700-1300
Deputy Assistant Coal Controller	
Administrative Officer	840-1200
Superintendent (Headquarters)	700-900

47. *Class III.*—Loading Inspectors (Rs. 205-240) have complained that their scale is too short and have demanded a scale of Rs. 335-485 in existing term. We do not think that the duties call for such an improvement. However, considering that Loading Inspectors are matriculates with a Sirdarship Certificate, and have no promotion avenue, we recommend the revised scale of Rs. 380-560.

Controller of Mining Leases

48. The post is now on the Senior Scale applicable to the IAS, and this may continue

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MINISTRY OF TOURISM AND CIVIL AVIATION

The Ministry of Tourism and Civil Aviation is responsible for the administration of the Departments of Tourism, Civil Aviation and Meteorology. There is a Commission of Railway Safety under the Ministry which is responsible for enquiring into railway accidents. The two Air Corporations, viz., Air India and the Indian Airlines, and the India Tourism Development Corporation are also functionally under this Ministry. The Ministry is responsible for negotiating bilateral agreements with foreign Governments for affording necessary facilities for operation of air services by their designated airlines.

I. Department of Civil Aviation

2. The Department is responsible for air traffic control and aeronautical communication services to civil air transport, formulation and enforcement of air transport regulations including safety requirements, investigation of air accidents and the construction and maintenance of terminal buildings, runways, etc. of the civil aerodromes. The managements of the four international airports at Delhi, Bombay, Calcutta and Madras has been vested in the International Airports Authority of India with effect from 1st April, 1972. The country has been divided into four regions viz., Bombay, Calcutta, Delhi and Madras, each under the charge of a Regional Director who has under him Controllers for the important branches of civil aviation, namely, air-routes and aerodromes, aeronautical communication and aeronautical inspection. The Department is headed by a Director General in the pay scale of Rs. 2500-125/2-2750 who, at the headquarters, is assisted by 4 Deputy

Directors General (including one post of Representative of India on the Council of the International Civil Aviation Organisation), Directors and Deputy/Assistant Directors.

3. The class-wise distribution of posts in the Department is given in the Table below :—

TABLE I

	Class I	Class II	Class III	Class IV	Total
1. Air Routes and Aerodrome Organisation.	87	276	2287	1133	3783
2. Aeronautical Communication Organisation.	128	268	1835	1605	3836
3. Aeronautical Inspection Organisation.	71	62	1075	630	1838
4. Others . . .	68	38	423	103	632
TOTAL . . .	354	644	5620	3471	10089

4. *Class I and Class II posts.*—While the post of Director General may be filled either by deputation of officers belonging to All India and Class I Services or by promotion of departmental officers, the posts of Deputy Director General are tenable on promotion from amongst Directors. Other Class I and Class II posts peculiar to the Department are given in the following Table :

TABLE II

S. No.	Pay scale	Air Routes and Aerodromes	Number of posts	Aeronautical Communication	Number of posts	Aeronautical Inspection	Number of posts	Other Directorates	Number of posts
1	2	3	4	5	6	7	8	9	10
	Rs.								
1.	1300-60-1600-100-1800	Director	2	Director	1	Director	2	Director	4
		Regional Director.	4	(Common to all Directorates)		(One post at H.A.L. Kanpur)			
2.	1100-50-1500	Deputy Director	4	Deputy Director	3	Deputy Director	2	Deputy Director	9
		Controller	4	Controller	4	Controller	4		

1	2	3	4	5	6	7	8	9	10
Rs.									
3.	700-40-1100-50/2-1250	Assistant Director	2	Assistant Director	5	Senior Aircraft Inspector	25	Assistant Director	7
		Senior Aerodrome Officer	21	Senior Technical Officer	23				
				Senior Communication Officer	9				
(Assistant Director gets special pay of Rs. 100 per mensem)									
4.	400-400-450-30-600-35-670-EB-35-950	Aerodrome Officer	56	Technical Officer	52	Aircraft Inspector	26	—	
				Communication Officer	34				
5.	350-25-500-30-590-EB-30-800-EB-30-830-35-900	Assistant Aerodrome Officer	267	Assistant Technical Officer	124	Assistant Aircraft Inspector	37	—	
				Assistant Communication Officer	144				

5. Except for the post of Director Air Safety and a few other posts of Deputy Director, all other posts of Director, Controller and Deputy Director are filled entirely by promotion. There are, however, variations in regard to the filling up of the posts in the Class I senior and junior scales and the Class II scales in the various Directorates. While in the air routes and aerodromes and the aeronautical communication side the posts of Senior Aerodrome Officer, Senior Communication Officer and Senior Technical Officer are filled by promotion, there is direct recruitment to the posts of Senior Aircraft Inspector on the aeronautical inspection side. Similarly, while there is no direct recruitment to the grade of Aerodrome Officer, the posts of Technical Officer, Communication Officer and Aircraft Inspector are filled by direct recruitment. The direct recruitment to the posts of Technical Officer and Communication Officer is made through Combined Engineering (Electronics) Services Examination.

of Assistant Technical Officer/Assistant Communication Officer are filled by promotion only.

For direct recruitment to the post of Assistant Aerodrome Officer the candidates are required to possess any of the following qualifications :

- Degree in Engineering.
- Degree in Science with Physics or Mathematics as one of the subjects.
- Diploma of the Indian Institute of Science in Telecommunication.
- Inter Science having 'B' Pilot's Licence with not less than 200 hours of solo flying or Commercial Pilot's Licence after 250 hours of solo flying or Flight Navigator's Licence or First Class Navigator's Licence.

The official witnesses were of the view that Class II posts should be filled entirely by promotion and there should be direct recruitment only at the Class I level. We find that the Department has been experiencing difficulties in making appointments to the posts of Assistant Aerodrome Officer. As on 1-1-1971 about 20 % of these posts were lying vacant. The average number of posts lying vacant during the five-year period ending December, 1970, were also about 15 %.

The Civil Aviation Department Gazetted Officers' Association has pointed out that the existing cadre structure of the air traffic control officers is such that the majority of the directly recruited Assistant Aerodrome Officers would spend the best part of

6. Before coming to the scales of pay we would like to dispose of certain ancillary demands made by the concerned associations. The Civil Aviation Department Gazetted Officers' Association has suggested that the Class II posts of Assistant Aerodrome Officer should be filled entirely by promotion and direct recruitment should be only to the Class I posts of Aerodrome Officer. A similar suggestion has been made by the Civil Aviation Department Employees' Union also. At the Class II level, while there is at present direct recruitment to all the posts of Assistant Aircraft Inspector and up to 75 % in the case of Assistant Aerodrome Officer, the posts

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their career in air traffic control duties without any prospects of promotion. The Air Traffic Controllers' Guild have also pointed out that Assistant Aerodrome Officers usually get their first promotion as Aerodrome Officers after more than 15 years' of service in the normal course. An analysis of the promotions to the grade of Aerodrome Officer made by the Department in 1969-70 revealed that on an average 18-20 years were taken by an Assistant Aerodrome Officer for promotion as an Aerodrome Officer and it took another 7-8 years for further promotion as a Senior Aerodrome Officer. Our attention has also been drawn to the stress and strain to which the officers employed on air traffic control duties are subjected. Some of the official witnesses, who appeared before us, were also of the view that taking into account the duties, responsibilities and the stresses of air traffic controllers, the pay scales of this cadre should be improved.

We consider that having regard to the arduous nature of the air traffic control duties and the increased sophistication of both aircraft and control equipment, a substantial percentage of the posts of Assistant Aerodrome Officer should be upgraded as Aerodrome Officer and some of the posts of Aerodrome Officer should be upgraded as Senior Aerodrome Officer. The precise number of posts of Assistant Aerodrome Officer which should be upgraded as Aerodrome Officer and that of Aerodrome Officer as Senior Aerodrome Officer would depend upon the requirements of work, the qualifications, experience, etc. of the existing incumbents and the number of posts considered necessary in the grade of Assistant Aerodrome Officer for providing promotional avenues to Aerodrome Assistants. As a corollary it would follow that if our recommendation is found acceptable the Government would re-fix the complements in this service in the light of the above-mentioned factors. Government should also consider whether, as on the communication side, there should be direct recruitment to the extent of 50 % in the grade of Aerodrome Officer and no direct recruitment at the level of Assistant Aerodrome Officer.

7. The Civil Aviation Department Gazetted Officers' Association have also represented that the Class II posts of Assistant Aircraft Inspector should be abolished and further recruitment should be made only as Aircraft Inspector in the Class I junior scale. At present, there is direct recruitment to the extent of 100% in the grade of Assistant Aircraft Inspector and 50 % and 25 % at the level of Aircraft Inspector and Senior Aircraft Inspector, respectively. The qualifications for direct recruitment to the post of Senior Aircraft Inspector and Aircraft Inspector are a Degree in Science or in Engineering with an Aircraft Maintenance Engineers' Licence in at least two categories, A&B and C&D on multi-engine aircraft, etc. with five/three years' experience on aircraft/engine maintenance, respectively. For the Assistant Aircraft Inspector, however, while the academic qualifications are comparable, only 2 years' practical experience in an aeronautical engineering workshop is required. We find that as on 1-1-1971 about 50 % of the posts of Assistant Aircraft Inspector were lying vacant. Unlike other engineering posts

in the department, there is no feeder cadre for these posts. As we conceive of the Class II posts as primarily providing promotional avenues to the Class III employees, we recommend that further recruitment should be made only as Aircraft Inspector in the junior Class I scale. Consequent upon this, direct recruitment at the level of Senior Aircraft Inspector should be resorted to only if suitable Aircraft Inspectors are not available for promotion.

8. The Avionic Engineers' Guild, representing the communication and technical officers in the Department have requested for a broad comparability in the pay scales and career prospects between communication/technical officers employed in the department and officers having similar qualifications working in the All India Radio. The official witnesses were, however, in favour of maintaining the existing internal relativities.

9. We find that while in the other engineering organisations the posts above the senior time scale level generally are either in the scale of Rs. 1300-60-1600 or Rs. 1300-60-1600-100-1800, the Controllers and other equivalent posts in this Department are in the scale of Rs. 1100-50-1400. Having regard to their administrative and technical duties and responsibilities we have considered it necessary to recommend an upgradation of these posts.

10. We recommend the following scales of pay for the Class I and Class II posts in this Department :

Sl. No.	Designation of post	Existing pay scale	Revised scale
		Rs.	Rs.
1.	Director General	2500-125/2-2750	3000 (Fixed)
2.	Deputy Director General	1800-100-2000	2000-2500
3.	Director and Regional Director	1300-60-1600-100-1800	1800-2000
4.	Deputy Director	1100-50-1400	1500-1800
	Controller		
5.	Assistant Director	700-40-1100-50/2-1250	1050-1600
	Senior Aerodrome Officer		
	Senior Communication Officer		
	Senior Technical Officer		
	Senior Aircraft Inspector		
6.	Aerodrome Officer	400-400-450-30-600-35-670	700-1300
	Communication Officer	670-FB-35-950	
	Aircraft Inspector		
7.	Assistant Aerodrome Officer	350-25-500-30-590-EB-30-800-EB-30-830-35-900	650-1200
	Assistant Communication Officer		
	Assistant Technical Officer		

11. For the posts of Principal and Chief Engineer in the Civil Aviation Training Centre, Allahabad, in the existing scale of Rs. 1100-50-1400, we recommend the scale of Rs. 1500-1800 as suggested for the Controller.

12. Of the following Class I and Class II posts peculiar to the Department some are not in standard scales of pay :

Sl. No.	Designation of post	Number of posts	Existing pay scale
			Rs.
1.	Chief Inspector of Flying	1	1850 (Fixed)
2.	Inspector of Flying	1	1500 (Fixed)
3.	Calibration Pilot	1	1500 (Fixed) plus 500 Flying Allowance
4.	Co-Pilot	1	1100-50-1250
5.	Senior Instructor (Link Trainer)	1	590-30-830-35-900
6.	Junior Instructor (Link Trainer)	1	350-25-500-30-590-EB-30-800-EB-30-830-35-900
7.	Licensed Engineer	4	530-30-800
8.	Instructor-in-charge Gliding Centre.	1	500-40-700 plus special pay of Rs. 50.
9.	Gliding Instructor	3	500-40-700
10.	Radio Officer	1	350-25-500-30-590-EB-30-800

13. The Chief Inspector of Flying is responsible for conducting flying tests and examining pilots for issue of licences and endorsement for multi-engined aircraft. The Chief Inspector is not required to do any checking of the pilots of Air India and Indian Airlines which is carried out by their own experienced pilots. He is mainly responsible for testing other commercial pilots with private operators, agricultural aviation, etc. The Inspector of Flying is detailed to conduct practical tests for issue and renewal of Commercial Pilot's Licence, to inspect

flying clubs, to check adequacy of flight training standards and maintenance of flight training records, to assist in preparation of flight training syllabi, etc. The qualifications for direct recruitment provide for a Current Pilot's B Licence and experience as Commander of Aircraft with 2 or more engines for not less than 3000 hours. The post of Chief Inspector of Flying is vacant at present and the Department have informed us that recruitment to the post of Chief Inspector of Flying and Inspector of Flying has presented difficulties because of the nature of qualifications and the pay scales. It has also been stated that qualifications for these posts have become out of date and may require to be modified. Having regard to the existing position, we recommend the scale of Rs. 2000-2250 for the Chief Inspector of Flying and the scale of Rs. 1800-2000 for the Inspector of Flying.

14. The Calibration Pilot and the Co-Pilot are responsible for flying the Dakota Aircraft in the Department which are fitted with electronic devices and are used primarily for calibration purposes. The duties of the Pilot involve precision instrument flying in connection with flight checking and evaluation of various navigational aids. The Co-Pilot assists the Pilot-in-Command in precision flying in connection with flight checking and evaluation of Radio and Radar Navigational aids, etc. The qualifications required for the Pilot and Co-Pilot are :—(i) Current Airlines Transport Licence (ii) Total flying experience of 4500 hours and 2000 hours, respectively, including command experience on Dakota of not less than 1000 hours. The Department has reported recruitment difficulties for these posts and the post of Co-Pilot is reported to be lying vacant. In the absence of the Co-Pilot the Department engages as and when required a Pilot from the Indian Airlines Corporation on payment of charges fixed by the Corporation. In view of the recruitment difficulties for these posts and having regard to their special nature of duties, we recommend the scale of Rs. 1800-2000 for the Pilot and the scale of Rs. 1500-1800 for the Co-Pilot.

At present a flying allowance of Rs. 500 per mensem is paid to the Pilot only. Since the Co-Pilot has also to undertake flying we consider that a flying allowance should be paid to the Co-Pilot also. We recommend that the Pilot and the Co-Pilot should be paid a flying allowance, which should now be called a flying bounty, at the rate of Rs. 375 per mensem.

Since these posts are of specialised nature and if suitable candidates are not available on the scales recommended by us, Government might consider making appointments to these posts either on deputation or on short-term contract basis in which case a higher pay could, if necessary, be considered depending upon the qualifications, experience, etc. of the candidates.

15. In the Civil Aviation Training Centre, there is one post each of Junior Instructor (Link Trainer) and Senior Instructor (Link Trainer) in the pay scales of Rs. 350-25-500-30-590-EB-30-800-EB-35-900 and Rs. 590-30-830-35-900, respectively. While the post of Junior Instructor is filled by direct recruitment from amongst persons who have passed the Intermediate Examination and possess adequate experience of instruction on simulated flight, the post of Senior Instructor is filled by promotion from Junior Instructor. The Senior Instructor imparts instructions to trainees undergoing training on Link Trainers and the Junior Instructor assists the Senior Instructor. We recommend the pay scales of Rs. 650-1200 and Rs. 700-1300 for the Junior Instructor and the Senior Instructor, respectively.

16. In the Gliding Centre, Poona, there is one post of Instructor-in-Charge in the scale of Rs. 500-40-700 plus special pay of Rs. 50 per mensem and three posts of Gliding Instructor in the scale of Rs. 500-40-700. All these posts are filled by direct recruitment and the qualifications are—(i) 200 hours of experience on Glider as Pilot-in-Command of which 50 hours should be in dual instructional flying as Instructor, and (ii) experience of instructing on primary, secondary or high performance gliders. The Gliding Instructors impart training to the glider trainees and also give instructional glider training to the instructors of the flying clubs. The Instructor-in-Charge, in addition to instructional duties, is responsible for administration of the Gliding Centre. Both the Instructors and the In-charge are required to keep current the Glider's Licence with Instructor Rating. Having regard to the prescribed qualifications and the flying duties, we recommend the pay scales of Rs. 1050-1600 and Rs. 700-1300 for the Instructor-in-Charge Gliding Centre and the Gliding Instructor, respectively.

17. There are four posts of Licenced Engineer in the pay scale of Rs. 530-30-800 who are responsible for the maintenance, overhaul and repair of airframes and/or engines. There is direct recruitment to these posts and the requirement is that they must hold a Current Aircraft Maintenance Engineers' Licence in at least 2 out of the 5 categories A, B, C, D and X. The Department has informed us that recruitment difficulties are experienced for these posts because of the inadequacy of the present pay scales and two out of the 4 posts have been reported to be lying vacant. Having regard to the prescribed qualifications and the recruitment difficulties, we recommend the pay scale of Rs. 700-1300 for this post with up to 5 advance increments in this scale for directly recruited Licenced Engineer. We would also suggest that to make the post attractive, the Licenced Engineer should be considered eligible for promotion to the post of Senior Aircraft Inspector.

18. For the post of Radio Officer in the scale of Rs. 350-25-500-30-590-EB-30-800, we consider the scale of Rs. 650-1200 to be adequate.

19. *Class III and Class IV posts.*—The Class III posts peculiar to the Department are indicated in the Table below :

TABLE III

Scale of pay	Air Routes and Aerodromes	Number of posts	Aeronautical Communication	Number of posts
Rs.				
110-3-131-4-155-EB-4-175-5-180	Aerodrome Operator Grade II.	26	—	—
150-5-160-8-240-EB-8-280-10-300	Aerodrome Operator Grade I	428	Radio Operator	661
			Radio Technician	486
270-10-290-15-350	Aerodrome Operator Grade I (Selection Grade) (15 % of the posts of Aerodrome Operator are in the Selection Grade)		Radio Operator (Selection Grade)	
			Radio Technician (Selection Grade) (25 % of the posts of Radio Operator/Radio Technician are in the Selection Grade).	
270-10-290-15-440.	Aerodrome Assistant	88	Communication Assistant	199
			Technical Assistant	197

While the Radio Operator and Communication Assistant are responsible for providing communication facilities, radio and radar aids for navigation of aircrafts, the Radio Technician and Technical Assistant are responsible for installation, operation and maintenance of the equipment under the guidance of their superior officers. The Aerodrome Operator and Aerodrome Assistant assist the Aerodrome Officer in air traffic control duties. We understand that Aerodrome Operator Grade II is a dying cadre and recruitment to this Grade has been stopped since 1962. In the air routes and aerodromes and communication branches, there is direct recruitment to posts in the pay scale of Rs. 150-5-160-8-240-EB-8-280-10-300 and the other posts are filled by promotion only. Persons who have passed the Intermediate Examination in Science are directly recruited as Aerodrome Operator. For Radio Operator the minimum qualification is Matriculation with ability to transmit and receive messages in morse code at a speed of not less than 22 words per minute in plain language and 18 standard groups per minute for cipher messages and figures. The Radio Technicians are Matriculates with a Diploma in Radio Engineering or training as radio mechanic for about 1½ years. According to the Civil Aviation Department Communicator's Guild which represents the Radio Operator and Communication Assistant, the duties and responsibilities of the Radio Operators in the Civil Aviation Department are more arduous compared to those of Wireless Operators in the

P&T and other Government Departments. In the course of their evidence, the official witnesses pointed out that while the Wireless Operators in the P&T had only to transmit messages from ground to ground, the Radio Operators in the Civil Aviation Department had to transmit messages from ground to air which called for quick responses and a greater degree of alertness. They are also required to work on 3 types of communication equipment viz., high frequency radio sets, radio teletype and V.H.F. sets. We have taken note of the duties of Radio Operators/Wireless Operators in the two organisations and find that while the Wireless Operators in the P&T Department have to attend to minor maintenance work, in the Civil Aviation Department all maintenance work is entrusted to a separate cadre of Radio Technicians. As the intrinsic nature of the duties and responsibilities of the Radio Operator/Wireless Operator are broadly comparable, we do not consider it necessary to differentiate between these categories and, therefore, recommend the same scale for both.

Accordingly, we recommend the following scales of pay for these posts :—

Sl. No.	Designation of post	Existing pay scale	Revised pay scale
		Rs.	Rs.
1.	Aerodrome Operator Grade II	110-3-131-4-155-EB-4-175-5-180	260-400
2.	Aerodrome Operator Grade I/Radio Technician/Radio Operator	150-5-160-8-240-EB-8-280-10-300	380-560
3.	Aerodrome Operator Grade I/Radio Technician/Radio Operator (Selection Grade).	270-10-290-15-350	425-640
4.	Aerodrome Assistant/Communication Assistant/Technical Assistant.	270-10-290-15-440	550-750

20. For the posts of Technical Assistant (Equipment) and Technical Assistant (Planning) in the pay scale of Rs. 210-10-270-15-300-EB-450-EB-20-530 which are filled by deputation from the cadres of Aerodrome Assistant, etc. in the scale of Rs. 270-10-290-15-440, we recommend the scale of Rs. 550-800.

21. There are 5 posts of Aircraft Maintenance Engineer in the pay scale of Rs. 335-15-485, two in the Technical Centre at Delhi and three in the Gliding Centre at Poona. The posts in the Gliding Centre are filled by direct recruitment from amongst Matriculates having Aircraft Maintenance Engineers' Licence in Category 'A'. In the Technical Centre, while one post is filled by promotion from Chargeman (Metal Shop), the other is filled by promotion from Junior Technical Assistant (Glider Wood). The Aircraft Maintenance Engineers at the Gliding Centre are

responsible for maintenance of gliders by carrying out regular inspections to detect and rectify defects and to maintain the gliders in airworthiness condition. The Aircraft Maintenance Engineers in Technical Centre are responsible for the fabrication, supervision and inspection of sub-assemblies and assemblies of metal components/wood of glider/aircraft, etc. The Department has informed us that with the amendment of the Aircraft Rules, in 1970, it is now mandatory for the public transport gliders to hold Certificate of Airworthiness which is required to be renewed annually. These certificates are to be issued by appropriately Licenced Glider Maintenance Engineer. Accordingly, the Aircraft Maintenance Engineers in Gliding Centre, Poona, are now required to possess Glider Maintenance Engineer Licence and shoulder additional responsibilities of certification of Gliders. The Department has, therefore, recommended upgradation of these posts. Having regard to the above, we recommend the pay scale of Rs. 550-900 for the Aircraft Maintenance Engineer.

22. For repair, maintenance and overhaul of the aircraft belonging to the Department, the following categories of personnel assist the Aircraft Maintenance Engineer :—

Sl. No.	Designation of post	Number of posts	Scale of pay
			Rs.
1.	Senior Aircraft Mechanic	4	250-10-290-15-440
2.	Aircraft Mechanic	9	175-6-205-7-240-EB-8-280
3.	Assistant Aircraft Mechanic.	10	70-1-80-EB-1-85

The qualifications prescribed for direct recruitment to the posts of Senior Aircraft Mechanic are Matriculation with over 3 years' experience as Aircraft Mechanic and possession of Aircraft Maintenance Engineer Licence in category A or C. The Senior Aircraft Mechanic is not only required to repair and overhaul aircraft under the supervision and guidance of licenced personnel but also to sign out aircraft and/or engines within the scope of his Aircraft Maintenance Engineer Licence. Having regard to the qualifications, duties and responsibilities of the Senior Aircraft Mechanic, we recommend the scale of Rs. 550-750 for this post. The Aircraft Mechanic has preferably to be Matriculate with experience of 2 years on airframes and/or engines. Having regard to this, we recommend the scale of Rs. 380-560 for this post. We recommend the same scale for the one post of Link Trainer Mechanic now in the scale of Rs. 175-6-205-7-240-EB-8-280. The Assistant Aircraft Mechanics are recruited directly with middle pass and experience suited to the post and assist the Aircraft Mechanics in their work. We recommend the scale of Rs. 200-280 for the Assistant Aircraft Mechanic.

23. There are 4 posts of Winch Operator in the pay scale of Rs. 175-6-205-7-240-8-256 in the Gliding Centre which are filled by direct recruitment, preferably, from amongst matriculates with experience in aircraft maintenance for at least 3 years or a Diploma in automobile engineering. As the name suggests, they are required to operate and maintain the winch. We consider the scale of Rs. 380-560 appropriate for these posts.

24. There is one post of Welfare Superintendent in the pay scale of Rs. 250-10-290-15-440 which is filled by promotion from Welfare Assistants in the pay scale of Rs. 130-5-160-8-200-EB-8-256-EB-8-280-10-300. The Welfare Superintendent is responsible for looking after the welfare activities at Civil Aviation Training Centre, Allahabad. We recommend the scale of Rs. 425-700 for this post.

25. There are following categories of Mechanics in the aeronautical communication wing of the Department :—

Sl. No.	Designation of post	Number of posts	Scale of pay Rs.
1.	Instrument Mechanic .	3	110-3-131-4-155- EB-4-175-5-180
2.	Crystal Mechanic . .	4	110-3-131-4-155- EB-4-175-5-180
3.	Wireless Mechanic . .	7	130-5-175-EB-6- 205-7-212

We recommend the scale of Rs. 260-400 for Instrument and Crystal Mechanics and the scale of Rs. 330-480 for Wireless Mechanic.

26. For the four posts of Chargemen in the scale of Rs. 250-10-290-15-440 and ten posts of Electrical and Mechanical Supervisor in the scale of Rs. 150-10-250-EB-10-290-15-335-EB-15-380, we recommend the scales of Rs. 550-750 and Rs. 425-640, respectively.

27. There are nine artisan category posts of Helpers in the pay scale of Rs. 85-2-95-EB-3-110 in Electrical and Mechanical Workshop. There is also one post of Helper (Laboratory) in the scale of Rs. 80-1-85-2-95-EB-3-110 which is filled from among matriculates. We recommend that these Helpers should be placed in the scale of Rs. 200-280.

28. In the Class IV grades the posts peculiar to the Department are those of Aerodrome Attendant (795) in the scale of Rs. 70-1-80-EB-1-85 and Traffic Hand (24) in the scale of Rs. 75-1-85-EB-2-95. The Aerodrome Attendants are required to perform watch and ward duties and the Traffic Hands are required to lay flares, plan ground markings, change signals, etc. They also help in marshalling, parking, etc. of aircraft. While the posts of Aerodrome Attendant are filled by transfer of other regular Class IV staff, the posts of Traffic Hand are filled by promotion from Chowkidar. We recommend the scales of Rs. 185-220 and Rs. 190-240, respectively, for these posts.

29. The Technical Officers of the Civil Aviation Department are also employed in the Civil Aviation Training Centre, Allahabad and Fire Training School, Calcutta to impart training to the different operational cadres. The Department has recommended grant of special pay at the rate of Rs. 75 and Rs. 40 per mensem to gazetted and non-gazetted officers, respectively, in the above two training centres, on the analogy of a similar practice followed in other Departments. The rate of special pay will *inter alia* depend on the cadres to which the trainees belong, the syllabus of the Training Courses, academic and other qualification of the trainees and the subjects taught. We have not examined these matters in detail and would leave it to the Government to consider the grant of suitable special pay in the light of our general recommendation for grant of special pay.

30. We find that Assistant Aerodrome Officers in the Department are given a stipend of Rs. 150 per mensem during the entire period of training of 8 months. The Department has recommended that the Assistant Aerodrome Officers should draw pay in the regular scale of pay attached to the post during the period of training. In other Departments directly recruited Class II officers are straightway allowed the pay scale of the post even during the training period. We accordingly, recommend that directly recruited Assistant Aerodrome Officer should be paid full pay and allowances of the post during the period of training.

II. DEPARTMENT OF TOURISM

31. The Department of Tourism is responsible for promoting tourism in India and undertakes developmental, regulatory and publicity activities of considerable diversity. The posts directly connected with tourism in the Department are indicated in the following table :—

TABLE IV

Sl. No.	Designation of post	Number of posts	Scale of pay Rs.
1.	Director General . .	1	2500-125/2-2750
2.	Additional Director General	1	2500-125/2-2750
3.	Joint Director General .	1	1800-100-2000
4.	Deputy Director General	4	1100-50-1300-60- 1600-100-1800
5.	Regional Director . .	2	1100-50-1300-60- 1600-100-1800
6.	Special Officer (Wild Life and Tourism).	1	1100-50-1300-60- 1600-100-1800
7.	Director	23	820-40-1100-50/2- 1250
8.	Assistant Director . .	44	400-25-500-30-590- EB-30-800
9.	Information Assistant .	73	210-10-290-15-320- EB-15-425

32. At present both the posts of Director General and the Additional Director General carry the same scale of pay. We do not consider this to be a satisfactory arrangement. We recommend the pay scale of Rs. 2500-2750 for the Additional Director General and Rs. 3000 (Fixed) for the Director General.

33. In line with our general recommendations for Class I posts we recommend the scale of Rs. 2000-2250 for the post of Joint Director General and the scale of Rs. 1500-2000 for the posts of Deputy Director General, Regional Director and the Special Officer (Wild Life and Tourism).

34. The posts of Director are filled up to the extent of 66⅔ % by direct recruitment from amongst graduates with a background of Indian History and Culture, knowledge of places of tourist interest and 5 years' experience of public relations or publicity work. There is provision for direct recruitment to the extent of 75 % of the posts for Assistant Director also and the qualifications and nature of experience are broadly comparable with Directors except that only 3 years' experience is necessary. In a growing and highly competitive industry like tourism, it is desirable to induct persons having experience of publicity, tourism, etc. at different levels of Government service. We, therefore, consider that in order to attract suitable persons at the level of Assistant Director a certain number of these posts should be upgraded to the junior Class I scale of pay to which there should be direct recruitment to the extent of 50 % of the posts. For the reasons indicated earlier, the accent should be on quality and comparatively young officers of high calibre may be attracted to the junior Class I level, particularly if they have prospects of advancement. The Government already have allowed the junior Class I scale to some Assistant Information Officers in the Central Information Service. We would leave it to the Government to determine the exact number of posts which should be so upgraded, having regard to the qualifications and experience of existing incumbents, future requirements, etc. Further, to ensure that the Class I officers recruited directly as Assistant Director have reasonably good prospects of promotion to the grade of Director, we would suggest that the direct recruitment to the grade of Director should, in future, be to the extent of 50 % only as against the existing 66⅔ %.

The remaining posts of Assistant Director should continue to be in Class II and be filled entirely by promotion from Information Assistant. The Assistant Director Class II should, in future, be considered for promotion to the post of Assistant Director Class I and not to the post of Director as at present.

We recommend the following scales of pay for these posts :—

Sl. No.	Designation of post	Revised scale
		Rs.
1.	Director	1050-1600
2.	Assistant Director Class I (Proposed cadre)	700-1300
3.	Assistant Director Class II	650-1200

35. The posts of Information Assistant are filled to the extent of 80 % by direct recruitment from amongst graduates. We recommend the scale of Rs. 425-700 for Information Assistant. We would suggest, that the Lady Airport Receptionists, who are in the same scale of pay should be provided an opportunity to work as Information Assistant so that after acquiring requisite experience they could also be considered for promotion to the posts of Assistant Director Class II. For the Lady Airport Receptionist we recommend the same scale of pay as for Information Assistant, i.e. Rs. 425-700.

36. The details of various posts in the Ski School at Gulmarg are given in the Table below. The revised pay scales recommended by us are indicated against each :—

TABLE V

Sl. No.	Designation of post	Number of posts	Existing pay scale	Revised pay scale
			Rs.	Rs.
1.	Principal	1	820-40-1100-50/2-1250	1050-1600
2.	Instructor (Ski School)	3	400-25-450-30-600-35-670-EB-35-950	700-1300
3.	Superintendent (Hostel)	1	210-10-290-15-320-EB-15-425	425-700
4.	Mess Clerk	1	110-3-131-4-155-EB-4-175-5-180	260-400
5.	Cashier-cum-Booking Clerk	1	130-5-160-8-200-EB-8-256-EB-8-280-10-300	330-560
6.	Salesman Ski Shop	1	110-3-131-4-155-EB-4-175-5-180	260-400
7.	Ski Lift Operator	2	210-10-290-15-320-EB-15-425	425-700
8.	Driver (Snow Plough)	2	125-3-131-4-143-EB-4-155	290-400
9.	Gate Keeper-cum-Usher	1	110-3-131-4-155-EB-4-175-5-180	260-400
10.	Chargeman (Mechanical)	1	175-6-205-7-240	380-560
11.	Fitter	1	110-3-131-4-155-EB-4-175-5-180	260-400
12.	Carpenter	1	85-2-95-3-110	200-280

37. For the following other posts in the Department, we recommend the scales of pay indicated against each in the Table below :—

TABLE VI

Sl. No.	Designation of post	Number of posts	Existing scale of pay	Revised scale of pay
			Rs.	Rs.
1.	Administrative Officer	1	700-40-1100-50/2-1250	1050-1600
2.	Assistant Director (Administration)	5	400-25-500-30-590-EB-30-800	650-1200
3.	Guide Lecturer (Khajuraho)	1	210-10-290-15-320-EB-15-425	425-700
4.	Photostat Operator	4	205-7-240-8-280	380-560
5.	Machine Operator	1	150-5-160-8-240-EB-8-280-10-300	330-560

38. There is one post of Personal Assistant to Director General which is in the scale of Rs. 320-15-470-EB-15-530. We would recommend that this post should be brought over on the standard scale recommended by us for similar posts in other Departments.

39. The Association of Tourist Officers have represented that an All India Tourism Service should be constituted as specialised service. We are unable to make any recommendation as this is a matter for the Government to consider.

III. INDIA METEOROLOGICAL DEPARTMENT (I M D)

40. The India Meteorological Department, as its name implies, is responsible for the provision of meteorological services to the various user-interests in the country. The observational organisations of the Department consist of Surface observatories, Hydro-meteorological observatories, Pilot Balloon observatories, Radiation observatories, etc. spread over a number of places in the country. The Institute of Tropical Meteorology, Poona, Astrophysical Observatory, Kodaikanal and the Geomagnetism Observatory at Colaba and Alibag which were previously under this Department have been constituted as autonomous Institutes with effect from 1-4-1971. We have, therefore, not made any recommendations in regard to the posts transferred to these Institutes.

The class-wise distribution of posts left in the Department on 1-4-1971 is as follows :—

Class I	130
Class II (Gazetted)	225
Class II (Non-gazetted)	324
Class III	3138
Class IV	1329
	5146

41. The Class I and II posts in the Department are indicated in the Table below :—

TABLE VII

Sl. No.	Designation of post	Number of posts	Scale of pay
			Rs.
1.	Director General (DGO)	1	2250-125-2500
2.	Deputy Director General	4	1600-100-1800
3.	Director	14	1300-60-1600
4.	Meteorologist Grade I	43	700-50-1250
5.	Meteorologist Grade II	67	400-40-800-50-950
6.	Assistant Meteorologist	225	350-25-500-30-530-EB-30-800-EB-30-830-35-900
7.	Professional Assistant (Class II Non-gazetted)	317	325-15-475-20-575

At the Class I level there is direct recruitment to the grade of Meteorologist Grade II to the extent of 50 % and all the higher posts are filled by promotion only. The recruitment qualifications for Meteorologist Grade II are a Second Class M. Sc. degree in any of the relevant subjects, e.g. Meteorology, Physics, Agriculture, Astronomy, Astrophysics or degree in Engineering with two years' research experience as evidenced by published papers in any of the subjects or fields mentioned above.

42. The India Meteorological Department Gazetted Officers' Association has represented that the status of the Director General of Observatories should be enhanced at least to the level of an Additional Secretary, having regard to his increased duties and responsibilities. The pay of the Director General of Observatories was raised from Rs. 2000 to Rs. 2250-125-2500 in 1971. The Bhagavantam Committee* (1967), which examined the working of this Department, had recommended that while the Director General of Observatories should be given a scale of pay commensurate with his responsibilities and status, it should not be lower than

Rs. 2500-2750. The official witnesses suggested up-gradation of this post to the level of a Joint Secretary. Having regard to all these considerations and the fact that the area of control of the Director General of Observatories has been reduced recently with the research oriented institutes being made autonomous, we recommend the pay scale of Rs. 2500-2750 for this post.

For the post of Deputy Director General, which is filled by promotion of Directors, we recommend the scale of Rs. 2000-2250.

For the other Class I posts, we recommend the following scales of pay :—

	Rs.
Director	1500-2000
	*
Meteorologist Grade I	1100-1600
Meteorologist Grade II	700-1300

43. At present 50 % of the Class II gazetted posts of Assistant Meteorologist are filled by direct recruitment. The recruitment qualifications are the same as for the Class I posts of Meteorologist Grade II except that the research experience of two years is not insisted upon in their case. There is also direct recruitment to 50 % of the Class II (Non-gazetted) posts of Professional Assistant from amongst Second Class Post-graduates in Science. It does not appear necessary to have direct recruitment at these two successive levels. The official witnesses were also in favour of stopping direct recruitment at the level of Assistant Meteorologist. We, therefore, recommend that the posts of Assistant Meteorologist should, in future, to be filled entirely by promotion from the posts of Professional Assistant.

44. We recommend the scales of Rs. 650-1200 and Rs. 550-900 for Assistant Meteorologist and Professional Assistant, respectively.

For the post of Professional Assistant (Foreman) now in the pay scale of Rs. 325-15-475-20-575, we recommend the revised pay scale of Rs. 550-900.

45. The Class III scientific posts peculiar to the Department are indicated in the Table below :—

TABLE VIII

Sl. No.	Designation of post	Number of posts	Scale of pay, Rs.
1.	Scientific Assistant	861	210-10-290-15-320-EB-15-425*
2.	Senior Observer	1255	150-5-160-8-240-EB-8-280-10-300
3.	Observer	201	110-4-150-EB-4-170-5-180-EB-5-200

*Member Secretary has dissented from the view *vide* his Note of Dissent.

There is direct recruitment to the extent of 25 % at the level of Scientific Assistant from amongst Second Class Graduates in Science. 50 % of the posts of Senior Observer are filled from Graduates in Science with Physics as one of the subjects. The posts of Observer are filled by direct recruitment from amongst candidates whose educational qualification is Matriculation or its equivalent.

46. We recommend the scales of Rs. 425-700 and Rs. 330-560 for the posts of Scientific Assistant and Senior Observer, respectively.

For the post of Observer the scale of Rs. 260-430 would be appropriate. For the post of Inspector of Observatories, in the pay scale of Rs. 210-10-290-15-320-15-425, we recommend the scale of Rs. 425-700.

47. In the course of our examination of the cadre structure of the Department, we noticed that out of a total strength of 1100 posts of Observer, Senior Observer and Scientific Assistant in the headquarters office, about 14 % were engaged on purely administrative and accounting duties. On the other hand the recruitment rules for the posts of Senior Observer and Scientific Assistant provide for promotion of non-scientific staff like Upper Division Clerks, Storekeepers, Lower Division Clerks, Telephone Operators, etc. to these posts. It appears to us that the employment of scientific personnel on purely administrative duties in such large numbers and the promotion of non-scientific staff to scientific posts is not a satisfactory arrangement and should be looked into.

48. The only category of Class IV employees peculiar to the Department is Office/Observatory Attendant in the pay scale of Rs. 75-1-85-EB-2-95. There is direct recruitment to 33 1/3 % of these posts from amongst persons who have studied upto Matriculation standard and the remaining posts are filled by promotion from Peons on the basis of seniority-cum-fitness. We recommend the pay scale of Rs. 190-240 for this post.

49. For the posts of Security Sub-Inspector in the pay scale of Rs. 150-5-160-8-216, we recommend the revised pay scale of Rs. 330-480.

IV. COMMISSION OF RAILWAY SAFETY

50. The Commission of Railway Safety is an independent authority for investigating railway accidents, etc. and for serving as the Principal Technical Adviser to the Government on the adoption of various measures connected with the Safety of railway operations. The strength and composition

of the Commission together with the scales of pay are shown in the Table below :

TABLE IX

Sl. No.	Designation	Scale prior to 1-5-72	Revised scale w.e.f. 1-5-72	Number of posts	Method of recruitment
		Rs.	Rs.		
1.	Commissioner of Railway Safety.	2750 (fixed)	3000 (fixed)	1	By promotion of Additional Commissioner with 3 years service falling which by transfer of a General Manager of a Zonal railway.
2.	Additional Commissioner of Railway Safety	2000-100-2500	2500-125/2-2750	5	By promotion of Deputy Commissioner (General) or permanent transfer of Chief Engineer (Civil) Railways.
3.	Deputy Commissioner of Railway Safety (General).	1300-1600	1800-100-2000	1	By permanent transfer of a Railway Civil Engineer in appropriate grade.
4.	Deputy Commissioner of Railway Safety	1300-1600	1300-60-1600-100-1800.	4	By deputation on tenure basis from Railways.

The posts in this organisation are invariably filled by drawing officers from the various Railway Services and certain relativities have, therefore, been established between the pay scales in the Railways and those in the Commission. We understand that when the scale of pay of General Managers of the Zonal Railways was revised from Rs. 2750 to Rs. 3000 per month in 1965, a similar revision was not carried out in the case of the Commissioner of Railway Safety. This was commented upon both by the Railway Accident Enquiry Committee, 1968 and the Administrative Reforms Commission. The latter in its Report on Railways also suggested that the Commissioner of Railway Safety should be accorded a status equal to that of a Member of the Railway Board, so that the officers who occupy this office do not look back to the Railways for further promotion and thus act with a certain degree of independence and objectivity which is expected of

a statutory authority looking into the matters relating to railway accidents. The Government, we understand, did not accept this recommendation on the ground that parity with the General Manager was adequate. We agree that the status now enjoyed by the Commissioner is sufficient for the effective and efficient discharge of his duties as an independent authority and accordingly recommend for him the scale of Rs. 3000-3500 as for General Managers of Zonal Railways.

51. The posts of Additional Commissioner of Railway Safety are normally filled by transfer of Chief Engineers (Civil) from the Railways. Prior to 27-9-67 the pay scale of Additional Commissioner and Chief Engineers was identical viz. Rs. 1800-2250. As considerable difficulty was experienced in getting suitable volunteers from the Railways for these posts the scale of pay of the Additional Commissioner was revised to Rs. 2000-2500. With the revision of the pay scale of Chief Engineers also to Rs. 2000-2500 from 1-10-70, the remuneration of Additional Commissioner was increased to Rs. 2500-125/2-2750. In view of our recommendation for revision of the pay scales of Heads of departments in the Railways and in the other organised Services to Rs. 2250-2500 and Rs. 2500-2750, we think it is necessary to make a consequential revision in the pay scale of Additional Commissioner of Railway Safety. We accordingly, recommend the scale of Rs. 2500-3000 for this post.

52. The Deputy Commissioner of Railway Safety (General) who is in the scale of Rs. 1800-2000 is required to assist the Commissioner of Railway Safety in his day-to-day work. The post is usually filled by permanent transfer of Deputy Chief Engineers (Railways) in the scale of Rs. 1300-1600. The existing scale does not require modification and we accordingly recommend the replacement scale of Rs. Rs. 2000-2250.

Unlike the post of Deputy Commissioner (General) which is filled by permanent transfer of a railway civil engineer, the 4 posts of Deputy Commissioner are filled by officers from mechanical, operating, signal and telecommunication and electrical engineering departments of the Railways on a tenure basis for a period of 5 years. It has been explained by the Department that if the posts of Deputy Commissioner are filled by permanent transfer, the officers would have no avenue of promotion, as the higher posts have necessarily to be filled only by civil engineering officers. In view of this position, we think there is justification for having two separate scales for Deputy Commissioner (General) and the other Deputy Commissioner. For the latter, we recommend the scale of Rs. 1500-2000.

CHAPTER 40

MINISTRY OF WORKS AND HOUSING

1. The Ministry of Works and Housing is responsible for the construction and maintenance of office and residential buildings of all the Ministries and Departments of the Government of India except the Posts & Telegraphs, the Railways, the Department of Atomic Energy, and the Defence Services. In addition, it is responsible for the management of Government estates and for catering to the printing and stationery requirements of all the Central Government Departments. The Class-wise distribution of the staff in the various offices under this Ministry is given in the table below :—

TABLE I

Name of Office	Class I	Class II Gaz. & Non-Gazetted.	Class III	Class IV	Total
Ministry of Works & Housing (Secretariat).	27	133	143	84	387
Central Public Works Department.	551	1372	11629	5441	18993*
Directorate of Estates.	7	116	591	362	1076
National Buildings Organisation.	21	42	63	27	153
Land & Development Office.	8	7	194	70	279
Town & Country Planning Organisation.	59	67	166	67	359
Chief Controller of Printing and Stationery.	51	228	10769	5470	16518
TOTAL	724	1965	23555	11521	37765

We shall deal in this Chapter only with the posts which are peculiar to the Ministry. Other posts have been covered by our recommendations in regard to the various common categories and the organised Services.

2. *Arbitrators.*—The four posts of Arbitrators (Rs. 1300–1800) are filled by transfer on deputation of engineering officers in the Junior Administrative Grade at the Centre and from the State PWDs or of Judicial Officers of the rank of District Judge or from Grade II and Grade III of the Central Legal Service. Arbitrators perform quasi-judicial duties in connection with the disputes arising between the CPWD and its contractors. We recommend for these posts the scale of Rs. 2000–2250.

3. *The Central Public Works Department.*—The Central Public Works Department is responsible for the design, construction, maintenance and repair of works and buildings of the Central Government financed from the civil budget. The Department is also entrusted with the technical control over the PWDs of the Union Territories, the maintenance of national highways in Delhi and certain roads and highways in Arunachal Pradesh and Sikkim and of roads built from the Central Road Fund in Delhi. The Department is headed by the Engineer-in-Chief, below whom are ten Chief Engineers and one Chief Architect.

4. *Class I and Class II Posts.*—The distribution of the Class I posts is given in the table below :—

TABLE II

Designation	Existing Scale	No.
Rs.		
Engineer-in-Chief	2500–125/2–2750	1
Chief Engineer (Civil)	2000 fixed	9
Chief Engineer (Electrical)		1
Chief Architect		1
Superintending Engineer (Civil).	1300–60–1600–100–1800	40
Superintending Engineer (Electrical).		10
Senior Architect		15
Director (Horticulture)		1
Executive Engineer (Civil)	700–40–1100–50/2–1250	209
—do— (Electrical)		63
Architect		34
Deputy Director (Horticulture)		4
Financial Officer to Engineer-in-Chief.		1
Assistant Executive Engineer (Civil).	400–400–450–30–600–35–670–EB–35–950	104
Assistant Executive Engineer (Electrical).		29
Deputy Architect		16
TOTAL		538

Class II

Assistant Engineer (Civil)	350–25–500–30–590–EB–30–800–EB–30–830–35–900.	812
—do— (Electrical)		272
Assistant Architect		36
Assistant Director (Horticulture)		18
TOTAL		1138

*This does not include 16993 workcharged staff in the CPWD (as on 1-4-70).

5. Most of these posts belong to the four organised Services of this Department namely, the Central Engineering Service Class I and Class II and the Central Electrical Engineering Service Class I and Class II and we have already recommended, in the Chapter on Engineering Services, the pay scales which should apply to the various grades of these services.

6. Posts in the architectural wing have so far had parity with those in the engineering wing and this practice should continue. The scales prescribed by us for Class I Junior and Class I Senior and the Junior Administrative Grades of the Central Engineering Service Class I should apply to the posts of Deputy Architect, Architect and Senior Architect, respectively. The Chief Architect should be on the scale of Rs. 2250-2750. The post of Financial Officer to the Engineer-in-Chief is filled by deputation of an officer belonging to the Indian Audit & Accounts Service. The scale recommended by us for the Senior Scale of that Service should apply to this post. The Class II posts mentioned in the table are on the standard Class II Scale of pay and the revised standard Class II Scale should apply.

7. *Class III Posts.*—The particulars of these posts which are peculiar to this organisation and our recommendations are given in the table below :—

TABLE III

Designation	Number of posts	Existing Scale	Proposed Scale
1	2	3	4
		Rs.	Rs.
Superintendent (Central Works Advisory Board)	1	350-25-575	550-900
Superintendent (Electrical and Mechanical).	11	250-10-290-15-380	455-700
Technical Operator	4	210-10-290-15-320-EB-15-425-EB-15-470	425-750
Radio Mechanic-cum-Operator.	6	150-5-160-8-240-EB-8-280-10-300	380-560

1	2	3	4
		Rs.	
Assistant Radio Mechanic-cum-Operator.	8	130-5-175-EB-6-205	330-480
Work Assistant (SG)	8	150-5-175-6-205-EB-7-240	
Work Assistant (OG)	883	110-4-150-EB-4-170-5-	260-430
Road Inspector	4	180-EB-5-200	
Surveyor	19		

Workcharged Staff

8. The workcharged staff who number 16993 carry 67 different designations. This designation in Central Public Works Department applies to the industrial staff who are regular government employees 50 % of these posts can be made permanent and are pensionable. These posts have been classified into the unskilled, semi-skilled, skilled and highly skilled categories. At present the following nine scales apply :—

TABLE IV

		Rs.
(i) Unskilled		70-1-80-EB-1-85
(ii) Semi-Skilled	(a)	75-1-85-EB-2-95
	(b)	75-1-85-EB-2-95-3-101-EB-3-110
	(c)	85-2-95-3-110
(iii) Skilled	(a)	110-3-131
	(b)	110-3-131-EB-4-155
(iv) Highly Skilled	(a)	150-5-175-6-205
	(b)	175-6-205-7-240
	(c)	205-7-240

These scales should be broad-banded and revised on the lines prescribed in the Chapter on Workshop Staff.*

9. *Lift Operators.*—There are 796 Lift Operators, out of whom 551 are in the Ministry of Works & Housing and the remaining 245 distributed in several other departments. They are borne on four scales; the distribution is given in the table below :—

TABLE V

Pay Scale	Works & Housing	Railways	P&T	Information & Broadcasting	Labour & Employment	Revenue & Insurance	Other Departments	Total
Rs.								
70-1-85	—	—	—	—	8	—	2	10
75-1-85-2-95	—	—	75	—	—	8	2	85
70-1-85-2-95	—	—	—	2	—	—	—	2
75-1-85-2-95-3-110	551	138	4	—	—	—	6	699
TOTAL	551	138	79	2	8	8	10	796

* Chapter 19.

† External Affairs	2
Defence	2
Transport & Shipping	1
Communications	5
TOTAL	10

10. Lift Operators are also given other designations such as Lift-driver, Liftman, Lift-boy and Lift-attendant. The staff belonging to this category operate lifts which have either manual or automatic controls. No specific educational qualification is prescribed for direct recruitment but the officials are expected to be conversant with the relevant safety devices and to have some experience in the line. In the CPWD, recruits to the grade of lift operator (Rs. 75-110) are trained for a month and are required to pass a trade test at the end of it. In other departments also, the requirements are similar. In the Ministries of Labour & Employment and Rehabilitation and External Affairs, there are respectively 8 and 2 posts of liftman in the unskilled scale of Rs. 70-85. These liftmen actually operate lifts as against lift khalasis in the CPWD, also on the same scale, who only help in minor repairs. The posts are filled by direct recruitment or transfer and no trade tests have been prescribed.

Lift operators do not have adequate avenues of promotion. They can, in some cases, look for promotion to the grade of lift mechanic (Rs. 110-175), a 'skilled' grade, only if they can pass the necessary trade test. The scale of lift operators in the CPWD was revised in 1964 from Rs. 75-95 to Rs. 75-110. The designation was also changed at the same time from that of lift attendant to that of lift operator and the lift operators were transferred from the work-charged to the regular establishment.

11. They have demanded the same scale as has been given to pump operators (Rs. 110-155), in the Central Public Works Department. There is also a category of assistant pump operators (Rs. 85-110) in the Central Public Works Department, who have been categorised as 'semi-skilled'. The duties of the pump operators and the assistant pump operators are somewhat more complex than those of the lift operators. The pump operators are recruited from among those having practical experience of five years in handling electrical combustion engines and electric motors. Assistant pump operators are required to have the same type of experience, but for 3 years. It would, therefore, not be reasonable to equate the lift operators with either of these categories. However, in view of the fact that lift operators come constantly in contact with the public, and further, since they do not have much of a promotion avenue, we feel that they should have a better scale than at present. We recommend the scale of Rs. 200-260, with 10% of the posts being placed in the selection grade of Rs. 225-308. Posts which are now in the scales of Rs. 75-110, Rs. 75-95, and Rs. 70-95 should be brought on to these scales. The liftmen in the Ministries of Labour & Employment and Rehabilitation and External Affairs who are on the scale of Rs. 70-85 should also be brought on to these scales if they qualify in the prescribed trade test.

12. The lift khalasis in the CPWD are in the grade of Rs. 70-85. These posts are filled by direct recruitment from among candidates having six

months' experience in the line. The lift khalasis do not operate lifts but are employed to assist the lift operators and lift mechanics, in repair work. They should be allotted the revised scale of Rs. 185-220.

Directorate of Estates

13. This organisation is an attached office of the Department of Works & Housing, and it is responsible for the allotment of office and residential accommodation at New Delhi, Bombay, Calcutta, Simla, Nagpur, and Faridabad, for the management of Government hostels and other connected duties. It is headed by a Director (Rs. 1800-2000) who is assisted by an Additional Director (Rs. 1100-1800), and three Deputy Directors (Rs. 900-1250). There are two other posts of Deputy Directors which are in the scale of Rs. 700-1250. These are all on standard scales of pay and the appropriate substitutes we have recommended for these grades should apply.

14. The Assistant Directors and the Estate Managers at Bombay and Calcutta are in the scale of Rs. 350-900. The Estate Managers have a special pay of Rs. 75. There is one post of Assistant Director (Enquiries) in the scale of Rs. 350-830. All these posts should be in the revised standard Class II scales of pay. The special pay of Estate Managers should be withdrawn. For Assistant Estate Managers and Liaison Officers (Parliament/Information), who are now in the scale of Rs. 350-25-575, we recommend the revised scale of Rs. 650-960. The Chief Superintendent, Government Hostels, who is now in the scale of Rs. 380-15-530, should be in the scale of Rs. 550-800. For the Superintendents of Hostels (Rs. 250-380) we recommend the scale of Rs. 425-700. For the Senior Rent Inspector (Rs. 210-530) and Rent Collector (Rs. 110-180), we recommend the scales of Rs. 425-750 and Rs. 260-400 respectively.

National Buildings Organisation

15. This organisation is another attached office of the Ministry, and its main function is to achieve a reduction in building costs through the promotion and coordination of research in building materials, techniques and designs. It is headed by a Director who is on a fixed pay of Rs. 2000. There are two Joint Directors in the scale of Rs. 1300-1800 and one Joint Director in the scale of Rs. 1300-1600. Others posts in the Class I and Class II are on standard scales of pay.

16. For the Director we recommend the scale of Rs. 2250-2500. All the Joint Directors should be in the revised scale of Rs. 1500-2000. For other posts which are now borne on the standard Class I Senior, Class I Junior and Class II scales of pay the revised scales recommended for these grades in the Chapter on Engineering Services should apply.

17. *Class III posts.*—There is one post of Proof Reader in the scale of Rs. 210-425 in this organisation. We recommend a scale of Rs. 425-700 for this post.

Town & Country Planning Organisation

18. This organisation which is a subordinate office of the Ministry, provides advice and guidance to the State Governments, the Central Ministries and public and quasi-public agencies on town and regional planning.

19. *Class I Posts.*—The distribution of posts peculiar to this organisation is given in the table below :

TABLE VI

Designation	Existing Scale	No. posts
	(Rs.)	
Chief Planner	1800-100-2000	1
Additional Chief Planner		
Town & Country Planner	1300-60-1600-100-1800 The present Economic Planner is in the scale of 1300-1600	3
Architect Planner		1
Industrial Planner		1
Economic Planner		1
Additional Town and Country Planner	1100-50-1400	2
Associate Town and Country Planner	700-40-1100-50/2-1250	13
Associate Planner (Planning Engineer)		1
Associate Architect		1
Associate Planner/Associate Industrial Economist (Industrial Planning)		2
Associate Economist		2
Sociologist		1
Senior Research Officer		4
Research Officer		7
Surveyor	400-400-450-30-600-35-670-EB-35-950	1
Assistant (Town & Country Planner)		13
		55

20. There is no regularly constituted service in this organisation. The association of the officers of the Town & Country Planners Organisation has demanded more favourable pay scales than those for engineers on the ground that their training is of longer duration than that of the general run of engineers. Considering the increasing importance of

town planning, we have improved the scale of the Chief Planner, which is today lower than the pay of a Chief Engineer in the CPWD. We, however, see no justification for differentiating in the pay scales applicable to the junior, senior and the junior administrative grades of the engineering services and of the town planners.

21. Posts which involve knowledge of economics are encadred in the Indian Economic Service and the scales which we have recommended for the appropriate grades of that service should apply. For other posts which are at present on Rs. 400-950 and Rs. 700-1250, the Class I Junior and the Class I Senior Scales that we have recommended for the Engineering Services should respectively apply. For the Additional Town and Country Planner we recommend the scale of Rs. 1300-1700. The Town and Country Planner and Architect Planner should be in the revised scale of Rs. 1500-2000. For the Chief Planner and the Additional Chief Planner we recommend the revised scales of Rs. 2250-2500 and Rs. 2000-2250 respectively.

22. *Class III Posts.*—For the few posts which are peculiar to this organisation our recommendations are given below :

TABLE VII

Designation	No.	Existing Scale	Proposed Scale
		(Rs.)	(Rs.)
Modeller	2	205-280	380-560
Proof Reader	1	168-300	330-560

Land & Development Organisations

23. A subordinate office of the department, this organisation is responsible for the administration of leased Nazul land in New Delhi and for the leases of land in the rehabilitation colonies in Delhi and New Delhi. All the posts in this organisation except one fall under the common categories, or, are borne on standard scales of pay. As such the existing scales should be replaced by the appropriate substitutes. The post of Assistant Settlement Commissioner is, however, on the odd scale of Rs. 700-1150; this may be brought on to the standard Class I Senior Scale.

Chief Controller of Printing & Stationery

24. The organisation of the Chief Controller of Printing & Stationery is responsible for the printing and supply of forms, registers, books etc. and the procurement and supply of stationery articles required

by the Government departments. The Chief Controller is assisted at the Headquarters by Controllers, Deputy Controllers etc. There are fifteen Government of India Presses at different places. The two biggest Presses located on the Minto Road, New Delhi and the K. S. Roy Road, Calcutta are headed by General Managers. The other presses have either Managers who are in two grades or Assistant Managers. The Government of India Forms Store at Calcutta is under a Manager. The main

Stationery Office at Calcutta is under a Controller of Stationery and the Regional Stationery Depots are under Assistant Controllers of Stationery. The Publications Branch is under a Manager. We deal here only with the posts which are peculiar to this organisation.

25. *Class I and Class II Posts.*—The distribution of these posts is given in the table below :

TABLE VIII

Pay Scale	Headquarters	Printing Branch		Stationery Office	Publication Branch	Total
		Letter Press	Photo Litho			
(Rs.)						
2500-2750	Chief Controller (1)	—	—	—	—	1
1300-1600	Controller (Printing) (2) Controller (Adm.) (1)	—	—	Controller Stationery (1)	—	4
1100-1400	Project Officer (Printing) (1)	General Manager (2)*	—	—	—	3
900-1250	Manager Gr. I (Photolitho) (1)	Manager Grade I (2)	—	—	—	3
700-1250	—	—	—	Deputy Controller (2)	Manager (1)	3
700-1150	Deputy Controller (3)	Works Manager (5) Manager Grade II (9)	Works Manager (1)	—	—	18
590-830	Assistant Controller (Outside Printing) (1)	—	—	Assistant Controller (Stationery) (10) Assistant Controller (Inspection & Testing) (3)	—	14
530-830	—	—	Deputy Manager (Photolitho) (3)	—	—	3
400-800	—	—	Typographical Layout Artist (2)	—	—	2
350-800	—	**Assistant Manager (Tech.) (31) Assistant Manager (Adm.) (18) Security Officer (2)	—	—	Assistant Manager (4)	55
350-650	—	—	—	Inspector (Testing) (1)	—	1
375-575	—	—	Technical Officer (10)	—	—	10
325-575	—	Overseer (66)	—	—	—	66
270-535	—	Inspector Control (1)	—	—	—	1

*One post has been temporarily downgraded for administrative reasons to Rs. 900-1250.

**Two posts—Assistant Manager, Rashtrapati Bhavan and Gangtok Presses—carry a special pay of Rs. 60 per month.
5 Fin.

26. In the Letter Press Wing, Overseers constitute the basic cadre from which all the higher posts are filled by promotion. Two-thirds of the posts of Overseers are filled by direct recruitment from amongst matriculates who possess a Certificate or Diploma in Printing and three years' experience; the remaining one-third are filled by promotion of Foremen (Rs. 200-380) and Head Readers (Rs. 335-440). Overseers are promoted as Assistant Managers (Technical) and then to the solitary post of Assistant Controller (Outside Printing). The posts of Managers Grade II and Works Managers are filled by promotion of the Assistant Controller (Outside Printing) with five years' experience and failing this, by promotion of Assistant Managers (Technical) with eight years' experience. The further promotion avenue of Managers Grade II and Works Managers is to the grade of Managers Grade I, General Manager, and Controller of Printing. In the Photo Litho Wing, there is 100% direct recruitment to the grade of Technical Officer from amongst candidates having a Diploma in Printing with special knowledge of photo lithography and four years' experience. Technical Officers are promoted as Deputy Managers (Rs. 530-830), who, in turn, are promoted to 50% of the posts of Works Managers (Photolitho), the other 50% of the posts being filled by direct recruitment. The post of Manager Grade I in the Photolitho Wing is filled by promotion of Works Managers. Posts of Assistant Manager (Administration) are filled by direct recruitment and by promotion in the proportion of 1:2. Direct recruitment is from among graduates with five years' experience in establishment matters and promotion is from the grade of Superintendents (Rs. 350-475). Assistant Managers (Administration) are posted in the printing and publications branches. The promotion avenue is to the posts of Assistant Controllers (Stationery), Deputy Controllers (Stationery), Manager (Publications) and Controller of Stationery. Posts of Security Officers are filled by deputation of officers in the grade of Deputy Superintendents of Police. The post of Controller (Administration) at the headquarters is filled by deputation of an officer of the Indian Administrative Service or the Central Class I Services.

27. The post of Chief Controller of Printing and Stationery is filled by deputation from IAS or one of the Central Class I Services. We recommend that this post should continue to be in the Joint Secretary's scale of pay. The General Managers are in charge of the two biggest Presses and the official witnesses considered their existing scale of Rs. 1100-1400 as grossly inadequate. We agree with this view and recommend that these posts as also the post of Project Officer (Printing) should be in the scale of Rs. 1500-1800. Consequent to this we recommend that the posts of Controller of Printing and Controller of Stationery should be in the scale of Rs. 1800-2000. Controller (Administration) should be in the scale of Rs. 1500-2000. The official witness favoured one grade for the Managers as against two at present. In view of the flexibility that would result from this, we recommend that the posts of Manager Grade I

and Manager Grade II and all the posts of Deputy Controllers should be given the scale of Rs. 1050-1600.

28. Our recommendations in respect of the Class II posts are as follows :

	Rs.
Assistant Controller (Outside Printing)	840-1200
-do- (Stationery)	
-do- (Inspection & Testing)	
Deputy Manager (Photo Litho)	
Typographical Layout Artist	650-1200 [post of Assistant Manager (Technical) at Rashtrapati Bhavan and Gangtok should carry a special pay of Rs. 75 per month].
Assistant Manager (Administration)	
-do- (Technical)	
Security Officer	
Technical Officer	650-960
Inspector (Testing)	
Overseer	550-900
Inspector (Control)	500-900

29. There is only one post of Assistant Controller (Outside Printing) in the Letter Press Wing for which promotion is from a cadre of Assistant Managers (Technical) numbering 31. Further promotion to posts of Deputy Controller, Works Manager, and Manager Grade II has to be made from the single post of Assistant Controller (Outside Printing). This procedure is stated to be causing some practical difficulties. The appropriate course would be to change the recruitment rules, so as to make both the Assistant Managers (Technical) and the Assistant Controller (Outside Printing) equally eligible for the post of Deputy Controller etc.

The Government Presses

30. Among the staff (outside the common categories) working in the Presses the Second Pay Commission distinguished two main groups of workers namely, (i) manual workers and their supervisors, consisting of the (a) Workshop categories like mechanics, electricians, blacksmiths who tend, repair and maintain the printing and other machines, and (b) the printing operators such as galley proof-pressmen, machinemen, compositors, lino-operators, mono-operators, binders, etc. who are engaged on the different processes or the operation of the various machines in the Press and (ii) literary workers such as Copy-holders and Proof Readers and their supervisors. For convenience we shall designate these two groups as the staff of the Printing Branch and the Reading Branch respectively. The Class III

and Class IV staff in both these branches are at present on 32 scales of pay. The distribution is given in the following table :—

TABLE IX
Class III Posts

Pay Scale (Rs.)	Printing Branch		Reading Branch
	Letter Press	Photo-litho	
1. 370-475	—	16*	—
2. 335-440	—	—	14
3. 320-425	—	—	2
4. 250-380	—	30	15
5. 210-425	—	26	—
6. 200-380	173	—	—
7. 200-320	18	6	—
8. 180-380	7	—	—
9. 175-320	—	26	213
10. 175-280	5	—	—
11. 175-240	841	17	—
12. 168-320	3	—	—
13. 168-300	12	—	—
14. 150-380	7	—	—
15. 150-280	—	14	—
16. 150-240	—	—	368
17. 150-205	904	6	—
18. 150-180	474	—	—
19. 140-175	23	—	—
20. 125-180	—	35	—
21. 110-200	25	—	—
22. 110-180	1766	9	454
23. 110-155	2776	28	—
24. 110-131	190	—	—
25. 100-130	3	—	—
Total	7227	213	1066

Class IV Posts

1. 95-110	1
2. 85-110	5
3. 80-110	4
4. 75-110	2244
5. 75-95	87
6. 75-89	4
7. 70-85	1414
Total	3759

*One post carries a charge allowance of Rs. 30 per month.

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31. On the Letter Press side there is 100% direct recruitment to the posts of copy-holders (Rs. 110-180) from among matriculates. A proportion, usually 50% of the posts of Machine Inkers/Press Inkers (Rs. 75-110), Assistant Mechanics (Lino) (Rs. 110-131), Mono Caster operators (Rs. 110-155) Grade II Binders (Rs. 110-155), Lino and Mono Operators (Rs. 175-240), etc., is also directly recruited. Posts in most other grades are filled by promotion. There is no direct recruitment to the supervisory levels of Section Holders (Rs. 175-240) and Foremen (Rs. 200-380).

32. In the Photo-Litho Wing direct recruitment is more common. 50% of the posts of Feeders (Rs. 110-155), Helio Operators (Rs. 150-280), Machine Operators (Xerox) (Rs. 200-320), Offset Machinemen Grade II (Rs. 175-320), Senior Artist (Rs. 370-475) and darkroom Assistants (Rs. 125-180) are directly recruited. All the posts of Assistant Artist Retoucher/Junior Artist (Calligraphy) (Rs. 250-380), Machine Operator Class II (Fotosetter) (Rs. 175-320) and Assistant Machine Operator (Xerox) (Rs. 150-205) are filled by direct recruitment. The qualifications prescribed for direct recruitment are usually matriculation with training and experience in the relevant trade except in respect of Feeder and Offset Machinemen Grade II for which the minimum educational qualification is a middle school pass. The staff of the Photo Litho Wing constitute a unit by themselves for recruitment and promotion purposes.

33. The National Federation of India Government Printing and Stationery Department Employees has suggested that the existing pay structure should be replaced by only five uniform grades namely unskilled, semi-skilled, skilled, highly skilled and supervisory. It has further suggested that certain jobs such as Lino Operator and Mono Operator, Etcher, Prover, Helio Operator etc. may be given an allowance of 10% or 15% of the basic pay in addition to the grade pay justified by the classification. On the other hand the National Federation of Government of India Press Workers New Delhi has suggested about 30 scales of pay for the various categories. Apart from the Central Associations, others representing individual trades or individual presses have made certain specific demands referring to the particular categories. These are listed below :

- (i) Warehousemen (Rs. 75-110) want to be classified as Binders Grade II and paid as such.
- (ii) Lino and Mono operators have demanded a longer scale on the ground that their 11-year scale is too short and leads to early stagnation since the promotion posts of Lino/Mono Foremen are comparatively few. Some Lino Operators have asked for a higher grade than that of Mono Operators.
- (iii) Compositors have asked to be equated with Lino and Mono Operators. They have claimed that their qualifications and skills are the same.

(iv) Binders have represented that their trade is highly skilled and they should be categorised as such.

(v) Section Holders have demanded parity with Foremen since their job also involves supervision.

(vi) The staff of the Photo-Litho Wing have a general grievance that their career prospects are inferior to those of the staff in the Letter Press side.

34. We have considered it neither practicable nor necessary to go in any great detail into the merits or otherwise of the demands of individual categories *vis-a-vis* the others. We have taken note of the fact that the earlier Pay Commissions considered the press staff as being akin to the generality of workshop staff except that a distinction was drawn in respect of proof readers etc. of the Reading Branch whose job was seen to be somewhat different. The pay scales in the printing as well as the reading branches were reviewed by two departmental Categorisation Committees in 1964 and 1966, respectively. These Committees also made an attempt to classify the different jobs in the various printing trades under the unskilled, semi-skilled, skilled and highly skilled gradations as obtain in the normal engineering and other technical trades in industry, and the Government revised certain scales in pursuance of the recommendations of these Committees.

The official witnesses have told us that while the general pattern of the pay structure for the presses could be the same as for Workshops, allowance would have to be made for the traditional differentials and gradations that exist in the various specialities of the printing trade *inter-se*. We feel that the appropriate course would be to classify and remunerate the various jobs in the Presses broadly in accordance with the scheme we have suggested in Chapter 19 for the other workers in the workshops. There would, in some cases, have to be departures in respect of the Press staff so as to reflect the nuances and differentials, which are said to be somewhat traditional. Though in certain private presses Lino Operators are paid somewhat better than Mono Operators we have not thought it necessary to disturb the existing parity between these two key categories, as the present practice seems to have been in force for many years. We felt that any differentiation should be based on expert job evaluation, which we were not in a position to undertake. However, we have satisfied ourselves that the scales proposed compare favourably with those of certain outside Presses for these two categories. Based on these considerations we recommend that the existing scales should be

broad-banded and revised as given in the following table :—

TABLE X
Class III Posts

Designation	Existing Scale	Proposed scale
	(Rs.)	(Rs.)
(i) Senior Artist Incharge. —	370-475 plus Rs. 30/- Charge Allowance	(i) 700-900
(ii) Senior Artist	370-475	(ii) 550-750
Artist Retoucher	370-475	
(iii) Head Reader	335-440	(iii) 550-750
Editor	320-425	
(iv) Assistant Artist Retoucher	250-380	(iv) 455-700
Junior Artist	250-380	
Junior Artist (Calligraphy)	250-380	
Reader Incharge	250-380	
Copy Editor	250-380	
(v) Machine Operator Class I	210-425	(v) 425-700
Offset Machineman	210-425	
Grade I	210-425	
(vi) Foreman	200-380	(vi) 425-640
Supervisor (Mechanical)	180-380	
Assistant Inspector (Control)	150-380	
(vii) Head Mechanic	200-320	(vii) 425-600
Machine Operator (Xerox)	200-320	
Machine Operator Class II (Foto Setter)	175-320	(vii) 425-600
Offset Machineman Grade II	175-320	
Prover/Reader Class I	168-320	
Machine Operator Class II (Photostat)	168-320	
Head Computer	168-300	
(viii) Mono/Lino Operator	175-240	(viii) 380-560
Machineman Grade I	175-240	
Section Holder	175-240	
Technical Assistant	175-240	
Varitype	175-240	
Helio Operator	150-280	
Workshop Machineman	175-280	
Etcher Class I	175-280	
(ix) Compositor Grade I	150-205	(ix) 330-480
Machineman Grade II	150-205	
Gold Finisher	150-205	
Assistant Machine Operator	150-240	
Reader Class II/Reviser	110-200	
Estimator	110-200	
(x) Binder Grade I	150-180	(x) 320-400
Etcher Class II	150-180	
Photo Printer	140-175	
Plate Mounter and Finisher	140-175	
Moulder and Finisher	140-175	
Electrician	125-180	
Dark Room Assistant	125-180	
(xi) Compositor Grade II	110-180	(xi) 260-400
Developer	110-180	
Gaining Operator	110-180	
Copy Holder	110-180	
(xii) Stereo-typer	110-155	(xii) 260-350
Mono Caster Operator	110-155	
Machineman Grade III	110-155	
Binder Grade II	110-155	
Cylinder Proof Pressman	110-131	
Metal Melter	110-131	
Assistant Mechanic	110-131	
Black Smith	110-130	

35. *Class IV Posts*.—These posts are on the following seven scales :—

- (i) Rs. 70-85
- (ii) Rs. 75-89
- (iii) Rs. 75-95
- (iv) Rs. 75-110
- (v) Rs. 80-110
- (vi) Rs. 85-110 and
- (vii) Rs. 95-110.

Warehousemen (Rs. 75-110) who number 1622 form the most populous group in this category. Warehousemen should be given the semi-skilled scale recommended by us in the Chapter on workshop staff. Armed Guards (Rs. 75-89) should be in the scale of Rs. 190-232. For other posts which are akin to the artisan and workshop categories like galley proof pressman, machine/press inkers, rotarymen, trimmers etc. appropriate scales should be fixed according to the pattern recommended in the Chapter on workshop staff. For other Class IV posts which are not of the artisan type appropriate scales should be fixed on the lines indicated in the Chapter on Class IV staff.

36. There are 7 posts of Auto Truck Drivers in the scale of Rs. 85-110, and 10 posts of Cleaner Drivers in the scale of Rs. 75-95 in the Presses. The recruitment rules for these posts have not been finalised but the existing appointments are made by direct recruitment of persons who have passed middle school and have experience of driving motor

vehicles. We recommend the scale of Rs. 200-260 for the Auto Truck Driver and the scale of Rs. 190-240 for Cleaner Drivers.

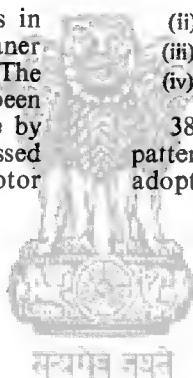
Controller of Stationery and Manager of Publications

37. Most of the Class III posts which are peculiar to these two offices are on scales which also occur in the Presses. The revised scales prescribed under the presses for the corresponding scales should apply in respect of these two offices also. There are, however, four scales which are peculiar to the office of the Manager of Publications; these are discussed below:

- (i) Rs. 130-200 (Junior Salesman), (ii) Rs. 130-300 (Senior Addressograph Operator Incharge), (iii) Rs. 110-180 (Senior Addressograph Operators who are matriculates), (iv) Rs. 110-125 (Senior Addressograph Operators who are non-matriculates). Junior Salesmen are promoted from among Lower Division Clerks. They should be in the scale of Rs. 330-480. For the posts at (ii), (iii), and (iv) above we recommend the following scales:—

- (ii) Rs. 330-560
- (iii) Rs. 260-400
- (iv) Rs. 260-350

38. For the Class IV posts in these two offices the pattern recommended under the Presses should be adopted.



CHAPTER 41

DEPARTMENT OF ATOMIC ENERGY

The Department of Atomic Energy is the executive organisation of the Atomic Energy Commission which was set up in 1948 with the object of developing atomic energy for peaceful purposes. The Secretary of the Department of Atomic Energy is also the Chairman of the Atomic Energy Commission.

2. The main functions of the Department are :—

- (i) Administration of the Atomic Energy Act, 1948 including the control of radioactive and fissile substances and regulation of their possession, use, disposal and transport;
- (ii) Nuclear research and development of the

uses of atomic energy in agriculture, biology, industry and medicine;

- (iii) Survey, prospecting, mining and control of radioactive minerals; and
- (iv) All aspects of electrical power generation by the use of atomic reactors.

3. The Department has 11 constituent units besides two public undertakings* functioning under its administrative control. The class-wise distribution of the staff in the various units (other than the public undertakings) is given in the table below :—

TABLE I

	Class				Total
	I	II	III	IV	
1. Secretariat	41	77	153	44	315
2. Bhabha Atomic Research Centre, Trombay	2184	899	6387	1381	10851
3. Atomic Minerals Division, New Delhi	293	34	639	436	1402
4. Atomic Power Project, Rawatbhata (Rajasthan)	154	108	710	115	1087
5. Atomic Power Project, Madras	57	17	306	71	451
6. Atomic Power Project, Tarapore	81	22	319	135	557
7. Power Projects Engineering Division, Bombay	175	46	341	30	592
8. Nuclear Fuel Complex, Hyderabad	46	21	181	28	276
9. Trombay Township Project	30	50	137	30	247
10. Heavy Water Project	70	28	86	26	210
11. Directorate of Estate Management	16	22	103	64	205
12. Atomic Power Authority	2	2	11	3	18
Total	3149	1326	9373	2363	16211

4. The staff have been broadly divided into four categories—Scientific, Technical, Administrative, and Auxiliary. The Scientific staff includes scientists, engineers and medical scientists. The technical staff comprises scientific assistants, workshop supervisors, tradesmen and draftsmen. The Department is exempted from the requirement of the consulting the Union Public Service Commission for recruitment to its Class I posts. Further, the Department enjoys some flexibility in creating posts in the higher grades

of scientific officers and engineers to enable persons whose performance merits recognition to be given accelerated promotion.

5. There are two sets of scales in vogue in the department for scientific officers and engineers—the normal scientific scales and the fast track or research scales. The latter have generally a higher maximum and better rates of increment than the

*Indian Rare Earths Limited and the Uranium Corporation of India.

corresponding scientific scales as would be clear from the Table below :—

TABLE II

Fast track		Normal	
Grade	Scale	Grade	Scale
	(Rs.)		(Rs.)
H	2500-125-2750		
G	2000-100-2500	SG	1800-100-2000
F	1400-70-1680-SG-70-1750-100-1950	SF	1300-60-1600-100-1800
E	1300-60-1600	SE	1100-50-1200-60-1500
D	1100-60-1400	SD2	700-50-1250
		SD1	700-40-1100-50-1250
C	750-60-1050	SC2	400-40-800-50-950
		SC1	400-400-450-30-600-35-670-SG-35-950
B	500-50-750	SB	350-25-500-30-590-EB-30-800-EB-30-830-35-900.

Above scale 'H', there are two grades for the outstanding scientists/engineers viz., Rs. 2750/- (fixed) and Rs. 3000/- (fixed). From the information available to us as on 1-1-1971, there were three scientists/engineers in the grade of Rs. 3000/- and none in the grade of Rs. 2750/-. The Director of the Bhabha Atomic Research Centre is in the grade of Rs. 3500 (fixed). The single post of Mining Geologist in the Atomic Minerals Division is on the rather odd scale of Rs. 600-25-650-35-1000-50-1200-100-1500 (20 years).

6. We have dealt with all the Class I and Class II scientific grades and scales including the 'fast track' scales in the chapter on Scientific Services. We would add here that there are a small number of posts such as Chief Superintendent, Maintenance Superintendent, Operation Superintendent, Shift Charge Engineer etc. in the Tarapore Atomic Power Project which carry special pays of Rs. 225 or Rs. 175 or Rs. 150 per month. These and other special pays in other units may be continued. Similarly, the medical scientists' posts carry the non-practising allowance of 25%, 30%, and 40% of pay subject to a minimum of Rs. 150 and maximum of Rs. 600. New rates of non-practising allowance may be fixed in accordance with our recommendations in the chapter on Medical Services (Chapter 16).

7. The scales applicable to scientific assistants and technical staff have been standardised and are somewhat distinctive to this Department. We have dealt with scientific assistants* and draftsmen** in the respective chapters. Other posts in this group of scales are those of workshop supervisors and tradesmen. Recruitment to these categories is normally through the employment exchanges, from among

those having the necessary diplomas or trade certificates and the requisite experience. For the highly specialised posts engaged in reactor and other plant operations the Department itself runs special training schemes, open to matriculates with science or technical subjects and lasting 18 months, in reactor operations, or 12 months in Plant operations. After training, the successful candidates are absorbed in one of the three grades viz.,

Tradesman 'B'	130-5-175
Tradesman 'C'	150-5-175-6-205-EB-7-240
Tradesman 'D'	170-10-290

The higher grades of Tradesman 'E' (Rs. 210-10-290-15-320-EB-15-425), Tradesman 'F' (Rs. 250-15-475), and Supervisor/Foreman, Tradesman 'G' (Rs. 325-20-425-25-575) are filled by direct recruitment or by promotion. The lowest grade in this category is that of Tradesman 'A' (Rs. 110-3-131), thus making for seven standard scales for the technical staff. Besides there are ten other scales—8 in Class III and 2 in Class IV—which apply to a variety of other technical staff in the different units of this Department. In the Atomic Minerals Division for example, Senior Technical Assistants (Mining and Civil), Technical Foremen, Electrical Foremen, and Senior Mine Surveyor are in the scale of Rs. 325-15-475; Overmen are in the scale of Rs. 200-10-290-EB-15-380 and Surveyors in Rs. 180-10-290-EB-15-380. Miscellaneous posts in the Atomic Minerals Division, and in the other units account for another seven scales.

8. The scales of Tradesmen (A to G) are on par with those of scientific assistants, laboratory and drawing office staff of different grades. Keeping in view this existing parity, as also the qualifications prescribed for recruitment, the duties performed in the various posts, and in conformity with our general recommendations in respect of workshop staff we recommend the following scales :—

TABLE III

Designation	Existing scale	No.	Proposed scale
	(Rs.)		(Rs.)
1. Foreman Foreman (Engg) Foreman (Maintenance) Tradesman 'G'	325-20-425-25-575	85	550-900
2. Senior Technical Assistant (Mining 2) (Civil 1) Mechanical Foremen (3) Electrical Foremen (2) Senior Mine Surveyor (3)	325-15-475	11	550-570 and 20% of the posts in each of the categories should be placed in the revised scale of Rs. 700-900 subject to a minimum of at least one post in the higher scale.

*Chapter 15.

**Chapter 14.

Designation	Existing scale	No.	Proposed scale
3. Foreman (Engineering); Assistant Foreman; Assistant Foreman (Engg.); Tradesman 'F'; Technician (Instrument/ Millwright/ Turbine Fitter/ Welder); Reactor Plant Operator; Auxiliary Operator; Operator (Stat Engine).	Rs. 250-15-475	202	Rs. 470-750
4. Chargehand; Tradesman 'E'; Technician (Instrument/ Millwright/ Turbine Fitter/ Electrical/Welder); Plant Attendant; Technician (Engineering); Surveyor.	210-10-290-15-320-EB-15-425	304	425-700
5. Master (Ship)	210-10-290-15-320	1	425-600
6. Overman (Atomic Minerals Division)	200-10-290 EB-15-380	10	425-640
7. Surveyor (Atomic Minerals Division)	180-10-290 EB-15-380	8	425-640
8. Tradesman 'D'; Technician (Instrument/Millwright/Diesel Mechanic); Plant Attendant.	170-10-290	406	380-560
9. Tradesman 'C'; Technician (Workshop/ Machinist/ Instrument/ Millwright/ Electrical/Crane Operator; Plant Attendant; Carpenter; Drill Operator; Life Guard.	150-5-175-6-205-7-240	806	330-480
10. Mechanic	150-5-175 6-205	2	330-480
11. Driver; Bulldozer Operator; Technician	140-5-175	3	320-400
12. Compressor Driver	130-5-160-8-200-EB-8-256-EB-8-280-10-300	1	330-560
13. Tradesman 'B' etc.	130-5-175	1022	320-400

Designation	Existing scale	No.	Proposed scale
14. Sampler (Mining Group); Turner; Mechanic; Electrician etc.	110-4-170-5-180	47	260-400
15. Seaman	110-3-131-4-139	4	260-350
16. Tradesman 'A' etc.	110-3-131	758	260-350
17. Section Cutter; Mechanic Attendant; Pump Attendant; Carpenter; Rigger (Mines); Sampling Assistant.	85-2-95-3-110	71	200-280
18. Helper (Maintenance etc.)	75-1-85-2-95	44	190-240

9. *Administrative and Auxiliary Posts.*—This group contains a number of categories which are common to other departments and have been dealt with as common categories in the appropriate chapters. Posts which are peculiar to this organisation bear such designations as Controller, Administrative Officer, Chief Security Officer, Senior Administrative Officer, Stores Officer, Security Officer, Public Relations Officer, Assistant Personnel Officer, Publicity Assistant, Caretaker, etc. These posts are distributed in the various units of the department and are borne on pay scales which are commonly encountered. These scales are few and it is not necessary to enumerate the various designations to which they refer. On a broad review of the nature of duties, we recommend that the existing scales be revised as follows :—

TABLE IV

Existing scale	Proposed scale
Rs.	Rs.
1. 2000-100-2500 (Controller BARC)	2250-2750
2. 1300-60-1600-100-1800	1500-2000
3. 1300-60-1600	1500-1800
4. 1100-50-1400	1300-1700
5. 700-40-1100-50/2-1250	1050-1600
6. (a) 400-40-800-50-950 (b) 400-400-450-30-600-35-670-EB-35-950	700-1300
7. 620-30-800-EB-30-830-35-900	840-1200
8. 350-25-500-30-590-EB-30-800-EB-30-830-35-900	650-1200
9. 350-25-500-30-590-EB-30-680	650-960
10. 350-25-500-30-590-EB-30-650	650-960
11. 210-10-290-15-320-EB-15-425	425-700
12. 210-10-290-EB-15-320	425-600
13. 150-5-160-8-200-EB-8-256-EB-8-280-10-300	330-560
14. 130-5-160-8-200-EB-8-256-EB-8-280	330-560
15. 110-3-131-4-155-EB-4-175-5-180	260-400

DEPARTMENT OF SCIENCE AND TECHNOLOGY

The recently set up Department of Science and Technology is concerned *inter alia* with "the formulation of policy statements and guide lines on science and technology, the following through of their implementation" and, promotion of new areas of science and technology. The Botanical Survey of India, the Zoological Survey of India, the Survey of India and the National Atlas Organisation come under its direct control. It is also responsible for the National Committee on Science and Technology (NCST), the National Research and Development Corporation (NRDC) and for all matters concerning the Council of Scientific and Industrial Research (CSIR).

2. The class-wise distribution of posts in these four organisations is given in the table below :—

TABLE I

Name of Office	Class I	Class II	Class III	Class IV	Total
Zoological Survey of India	62	45	357	216	680
Botanical Survey of India	43	42	346	595	1026
National Atlas Organisation	15	3	153	24	195
Survey of India	237	264	6385	3919	10805
Total	357	354	7241	4754	12706

Zoological Survey of India

3. The main function of the Zoological Survey of India is to conduct research into the systematic and geographical zoology of India and the ecology and morphology of its fauna. Its other activities include the custody and maintenance of the national zoological collections in various museums, identification of zoological specimens on request from other organisations, training of students for research degrees and instruction in taxidermy. It is headed by a Director (Rs. 1600–1800), who is assisted by two Deputy Directors (Rs. 1100–50–1400). Below the Deputy Directors are 21 Superintending Zoologists (Rs. 700–1250) who are in charge of the eight regional stations of the Survey and of specific divisions at the headquarters. There are 37 Zoologists in the Class I Junior Scale (Rs. 400–40–800–50–950) and 42 Assistant Zoologists in Class II (350–900). The Administrative Officer (Rs. 400–950), the Documentation

Officer (Rs. 350–900) and the Junior Administrative Officer (Rs. 350–800) complete the Class I and the gazetted Class II establishment.

4. The Director's post is filled on contract for 5 years, for which departmental officers are also eligible to apply. The Deputy Director's posts are filled half by direct recruitment from among candidates having at least a second class M.Sc. in Zoology with 10 years' research experience and the remaining by promotion of Superintending Zoologists. While all posts of Superintending Zoologists are filled by promotion, 75% of the posts of Zoologists are directly recruited from M.Sc.'s (at least second class) with some experience and the remaining by promotion of Assistant Zoologists. The latter posts are filled half by direct recruitment of M.Sc.'s and the rest by promotion of Senior Zoological Assistants (Rs. 325–575).

5. Posts which are in the Class I Junior and Class I Senior Scales should be in the revised scales recommended for these grades in the Chapter on Scientific Services*. The Deputy Directors should be in the scale of Rs. 1500–1800. The Association's proposal for the post of Director was for a scale of Rs. 2250–150–2700. The Secretary of the Department was inclined to the view that the post was undervalued. We are ourselves persuaded to a similar view particularly as the present scale was fixed on the recommendation of the First Pay Commission and has remained unchanged since then. Keeping in mind the potentialities and importance of the organisation which the Director heads, as also the fact that the Director has to be, and indeed has generally been, a Zoologist of wide repute, we would strongly advocate a considerable upgradation of the scale of the post. We accordingly recommend the revised scale of Rs. 2000–2500.

6. The revised Junior Class I scale should apply to the post of Administrative Officer. Since this is a direct recruitment post, and has no promotion avenue, we would advise against direct recruitment and recommend that the post should be filled by promoting the Junior Administrative Officer. For the latter and for the Documentation Officer the scale of Rs. 650–1200 should be suitable.

7. Most of the non-gazetted Class II and Class III posts are covered by our recommendations on the non-gazetted scientific staff and other common

*Chapter 15.

categories. In respect of the remaining posts our recommendations are given below :—

TABLE II

Designation	No.	Existing scale	Proposed scale
		Rs.	Rs.
Cine Technician	1	325-15-475-EB-20-575	550-900
Senior Taxidermist	2		
Taxidermist	1	210-10-290-15-320-EB-15-425	425-700
Senior Insect Setter	1	130-5-160-8-200-EB-8-256-8-280-10-300)	290-560
Modeller	2		
Proof Reader	2	-do-	330-560
Copy Holder	2		
Junior Taxidermist	10	150-5-160-8-240-EB-8-280-10-300	330-560
Collection Tender	35	85-2-95-3-110	200-280
Insect Setter	17		
Assistant Taxidermist	2		
Compositor	2		
Sorter	1		
Marksman	3		

There are a few posts in Class III and Class IV which belong to the artisan category and suitable revised scales should be prescribed for them, in accordance with our general recommendations* on workshop staff.

Botanical Survey of India

8. The main function of the Botanical Survey of India is to explore the plant resources of the country through systematic and comprehensive survey, to augment and preserve the botanical collections and to carry out the necessary scientific research work. Its organisation is similar to that of the Zoological Survey of India with a few minor variations. Between the Director (Rs. 1600-1800) and the two Deputy Directors (Rs. 1100-1400), there is a level of Joint Director (Rs. 1300-1600). The Director is appointed on contract for 5 years. The Joint Director is directly recruited from among candidates having a Ph.D. in Botany, 10 years' research experience, and experience of running a large botanical laboratory. The Class II, the Class I Junior Scale and the Class I Senior Scale posts are filled in a manner more or less similar to the Zoological Survey, except that the number of specialisations seems to be larger and there is greater recourse to direct recruitment.

9. On considerations similar to those for the Director of the Zoological Survey we recommend the revised scale of Rs. 2000-2500 for the Director of the Botanical Survey of India. For the Joint Director, the scale of Rs. 1800-2000 would be appropriate. The Deputy Directors should be in the revised scale of Rs. 1500-1800. The other scientific posts—gazetted and non-gazetted—should be on the scales suggested in the chapter on Scientific Services. For the Administrative Officer (Rs. 400-950) and the Junior Administrative Officer (Rs. 350-800), the revised scales of Rs. 700-1300 and Rs. 650-1200 respectively, would be appropriate. There seems to be no need for direct recruitment to the post of

Administrative Officer for whom there is no further promotional avenue, the post should be filled in future by promotion of Junior Administrative Officer.

10. In regard to the remaining posts which are peculiar to this Survey, our recommendations are as follows :—

Designation	No.	Existing Scale	Proposed Scale
		Rs.	Rs.
Cartographer	1	210-10-290-150-320-EB-15-425	425-700
Senior Proof Reader	2		
Proof Reader	2	150-5-175-6-205-EB-7-240.	330-480
Copy Holder	1	110-3-131-4-155-EB-4-175-5-180	260-400
Specimen Collector	2	85-2-95-3-110	200-280

There are a few other posts in Class IV which are of the artisan type; suitable revised scales should be prescribed for them in accordance with our general recommendations on workshop staff.

National Atlas Organisation

11. The functions of the National Atlas Organisation are to bring out the National Atlas of India in Hindi and English, the Irrigation Atlas of India, Tourist Atlas of India, etc., and to conduct geo-economic surveys in selected regions of India. It is headed by a Director (Rs. 1600-1800) who is assisted by two Deputy Directors (Rs. 700-1250) and other Class I Junior Scale Officers. The recruitment details of the Director's post have not yet been finalised. For other posts qualifications in geography and a varying duration of appropriate experience have been prescribed. The Research and Drawing Sections employ Research/Technical Assistants, Cartographical Draughtsmen, Photographers etc. on a broad review of the duties and responsibilities we recommend the following revised scales for the various posts :—

TABLE III

Designation	No. of posts	Existing Scale	Proposed Scale
		Rs.	Rs.
Director	1	1600-1800	2000-2250
Deputy Director	2	700-40-1100-50/2-1250.	1050-1800
Technical Officer (2)/ Drawing Officer (3)/Sr. Administrative Officer (1) Research Officer (6)	12	400-400-450-30-600 -35-670-EB-35-950	700-1300
Administrative Officer	1	350-25-500-30-590 -EB-30-800	650-1200
Field Officer Survey (10) Sr. Research Assistant Geography (13) Technical Assistant (Geology & Geography) (9)/Technical Assistant (Process) (1)/Junior Research Assistant(8)/ Map Curator (1)	23	325-15-475	550-900
Plate Keeper(1)/Field Assistant (10)	11	110-3-131-4-155- EB-4-175-5-180	260-430

*Chapter 19.

Survey of India

12. The Survey of India is responsible for the scientific and standardised surveying and mapping of the territory of India. The Survey draws, prints, and supplies maps for a variety of purposes—civilian as well as military. Apart from topographical surveys through the traditional means of survey parties, the Survey of India has in recent times increasingly adopted aerial photo interpretation techniques.

13. *Class I and Class II Posts.*—The distribution of Class I and Class II posts in the Survey of India is given below :—

TABLE IV

Designation	Existing pay scale Rs.	No.
Surveyor General	2000-125-2250	1
Dean, Indian Photointerpretation Institute	1600-100-1800	1
Senior Director		1
Director (Selection Grade)		1
Director	1300-60-1600	14
Deputy Director (20)/ Head of Soil Survey Division (1)/ Head of Forestry Division (1)/ Head of Geology Division (1)/ Head of Photogrammetry Division (1)/Chief Manager(1)	1100-50-1400	25
Geomorphologist (1)/ Chief Instructor and Professor Soil Division (1)/Chief Instructor and Professor of Geology Division (1) Chief Instructor and Professor of Photogrammetry Division (1).	900-40-1100-50/2-1250.	4
*Superintending Surveyor (90) Superintendent, Instrument Repair Shop (1)	700-40-1100-50/2-1250	90
Manager Senior	700-40-1100-50/2-1150	1
Deputy Suptending Surveyor (79)/Officer Incharge Map Record and Issue (1)/ Instructor and Assistant Professor Photogrammetry Div. (1)/ Soil Survey Division (1)/ Forestry Division (1)/Geology Division (1)/ Deputy Stores Officer(1)/ Manager (Junior) (1)/ Mathematical Adviser (2)/ Senior Scientific Officer(1)/ Motor Transport Officer (2)	400-400-450-30-600 35-670-EB-35-950	91
Officer Surveyor (220)	350-25-500-30-590-EB-30-800-EB-30-830-35-900	220
Head Engraver	590-30-800-EB-30-830-35-900	1
Registrar (2)/Establishment & Accounts Officer (6)	590-30-800	8
Works Manager (1)/ Asstt. Manager (15)/ Asstt. Head Engraver (1)	350-25-500-30-590 EB-30-800	17
Asstt. Stores Officer (8)/ Map Curator (1)	350-25-575 325-25-575	8 1

*For Officer Surveyors promoted to this grade the scale is Rs. 900-40-1100-50/2-1250.

14. The main Class I cadre is that of Deputy Superintending Surveyors and Superintending Surveyors, Deputy Directors, Directors, Senior Directors, and the Surveyor General. This cadre is to be manned by civilians and army personnel seconded from the Corps of Engineers in the proportion of 50 : 50. There is no specified reservation for army officers and civilians in particular grades, and the proportion indicated refers to the numbers in the total Class I cadre. Army Officers with more than 3 and not more than 6 years' commissioned service are inducted as Deputy Superintending Surveyors (Junior Class I Scale). The civilian Class I component is to be made up by direct recruitment to posts in the Junior Class I (Deputy Superintending Surveyors) and by promotion of the Class II Officer Surveyors to the Senior Class I Grade (Superintending Surveyor) in equal proportion. We are informed that there has been no direct recruitment of civilians to the Junior Class I grade since 1966. Fifty per cent of the posts of Officer Surveyors are filled by direct recruitment through the UPSC from among those having a B.A. or B.Sc. Degree in Mathematics or a Degree in Engineering and the rest by promotion from the subordinate categories. The Class I posts of Heads of various Divisions in the scale of Rs. 1100-1400, Professors in the scale of Rs. 900-1250, and Instructors etc., in the scale of Rs. 400-950 are mostly filled by direct recruitment.

15. The present distribution of civilian and military officers in the main cadre is given below. There is a concentration of civilian officers in the Class I Senior Grade and a preponderance of army officers in the other grades.

Grade	No. of Officers	
	Army	Civilians
Senior Directors and Directors	15	2
Deputy Directors.	16	7
Superintending Surveyors	16	70
Deputy Superintending Surveyors	57	10

16. Apart from the demand for higher Scales of pay, the civilian Class I officers have urged before us that the disparity as between their emoluments and those of the officers seconded from the army should be removed and that the promotion prospects of the civilian officers should be improved. The pay of the army officers is determined in consultation with the Engineer-in-Chief on the basis of the average of the emoluments of two officers belonging to the Corps of Engineers, above and those of two other officers of the same Corps below the officer serving in the Survey of India. The difference between the pay of the army officer in his grade and the emoluments thus determined is given as personal pay. The result of this dispensation is that the emoluments of Senior Director, Director, Deputy Director etc., differ considerably according as they are civilians or army officers. In certain cases personal pay granted under this arrangement exceeds Rs. 500. Our enquiries

show that the concession of flexibility with regard to the fixation of the pay of army officers serving with the Survey of India was extended over two decades ago, as a temporary expedient in "order to enable officers to volunteer for service in the Survey of India without any great immediate loss of emoluments". The relevant orders* also stated that "this concession will be held out till such time as Army Scales of pay and the Survey of India Scales of pay get mutually adjusted to attract officers in the normal course". The situation seems to have changed over the two decades and the Ministry of Defence are now understood to be in favour of regulating the pay of army officers under the normal deputation terms. This is a desirable step and has our support.

17. As for civilian representation in the higher ranks of the Class I cadre, we would endorse the recommendations of the †COSR, which enquired recently into the Survey of India, that the civilian and the army components should be treated as separate cadres for promotion purposes, and the posts at different levels should be equally distributed between the Army and Civilian components. We would also like direct recruitment to be resumed without delay to the Class I Junior grade of Deputy Superintending Surveyors from among civilians.

18. As regards scales of pay, we recommend that the Surveyor General should be in the scale of Rs. 2250-2750. The other Class I scales should be substituted as follows :

Existing Scale	Proposed Scale
(Rs.)	(Rs.)
1500-1800	2000-2250
1300-1600	1800-2000
1100-1400	1500-1800
900-1250	As for Under Secretary
700-1250	1050-1600
700-1150	
400-950	
	700-1300

We do not see any justification for the Officer Surveyors on promotion to the post of Superintending Surveyor being fixed in the scale of Rs. 900-1250 as against the normal scale of this post which is Rs. 700-1250. The pay of such officers should be fixed in accordance with general rules.

19. The Class II posts should be on the following revised scales :

Designation	Proposed Scale
	(Rs.)
Head Engraver	700-1300
Registrar/Establishment and Accounts Officer	840-1200
Officer Surveyor	650-1200
Works Manager	
Assistant Manager (Map Reproduction)	
Assistant Head Engraver	550-900
Assistant Stores Officer/Map Curator.	

Class III and Class IV Posts

20. The Class III posts have been grouped into Division I and Division II. Posts in these groups coming under the common categories have been discussed in the appropriate chapters. There is a substantial number of posts which are peculiar to the Survey of India and pertain to topographical and geodetic survey as also map reproduction work including printing. These are dealt with below :

Division II Staff

21. The Division II establishment is borne on four uniform grades, namely (i) Rs. 110-180 (Grade V), (ii) Rs. 110-225 (Grade IV), (iii) Rs. 150-240 (Grade III), and (iv) Rs. 205-280 (Grade II). These grades apply to different levels of various trades in the Survey of India, e.g., Topo-Auxiliaries, Planetablers, Topo-Computers, Draftsmen, Air Survey Draftsmen, Storekeepers, Impositors, Letterpress printers, Stereo-typers, Retouchers etc. The total number of staff of the various specialities in the Grades V, IV, III and II are respectively 495, 1564, 825 and 807 (total 3691).

22. Most of the Division II establishment is filled by direct recruitment to the lowest grade. Matriculates are recruited as Topographical Trainees Type 'B' and put through a training course of one year when they are given a consolidated stipend. The successful trainees are absorbed in Grade V of the different specialities. Those who specialise in Air Survey draftsmanship or Storekeeping are absorbed in Grade IV. There is promotion from the lower grade to the next higher grade through trade tests. We think that it would be appropriate to reduce the number of grades and recommend that there should be only two grades, instead of four. Grades V and IV should be merged into one grade and Grades III and II into the second grade. We have provided efficiency bars in the new grades. The concerned officials should be allowed to cross these bars only after passing the trade tests, which have been prescribed at present, for the purpose of promotion from one grade to another. We recommend the following revised scales for the two new grades :

Existing Scale	Revised Scale
Rs.	Rs.
Grade V 110-180 Grade IV 110-225	260-430
Grade III 150-240 Grade II 205-280	
	330-560

*Ministry of Agriculture Memo No. F. 16-81/48-R dated 17-8-1950.

†Committee on Organisation of Scientific Research.

23. *Division-I Staff.*—This staff is borne on six scales of pay as follows :

Rs.	
(i) 180-320	Assistant Security Supervisor
(ii) 180-380	Ordinary Grade of Survey Assistant, Technical Assistant (Map Reproduction), and Engraver.
(iii) 205-280	Surveyor Grade II.
(iv) 210-380	Security Supervisor, Electrical Overseer, and Horticulturist.
(v) 210-425	Surveyor Grade I, Junior Technical Assistant, Junior Instrument Assistant, and Ordinary Grade Geodetic Computer.
(vi) 325-475	Selection Grade of Surveyors/Survey Assistants/Geodetic Computers, Engravers, and Supervisors (Instrument Repair Workshop), Superintendents (Vehicles), Assistant Supervisor (Printing Office) & Technical Assistants.

and Grade II should be merged into a single grade of Rs. 425-700. For the other scales in the Division I establishment we recommend the following revised scales :

Designation	Existing Scale	Proposed Scale
	(Rs.)	(Rs.)
Assistant Security Supervisor	180-320	380-560
Ordinary Grade of Survey Assistant, Technical Assistant (Map Reproduction) and Engraver.	180-380	425-700
Security Supervisor, Electrical Overseer and Horticulturist.	210-380	
Junior Technical Assistant, Junior Instrument Assistant and Ordinary Grade Geodetic Computer.	210-425	
Selection Grade of Surveyors/Survey Assistants/Geodetic Computers/Engravers, Supervisors (Instrument Repair Workshop)/Superintendents (Vehicle)/Assistant Supervisor (Printing Office) and Technical Assistants.	325-475	550-900

24. Division I posts are mostly filled by promotion from Division II. There is however direct recruitment to some categories. The posts of Surveyors Grade II are filled by promotion of Topographical Trainees Type 'A' who are directly recruited from among Intermediates with mathematics as a subject. The employees' associations have pointed out that previously, the Topographical Trainees Type 'A' were directly employed as Surveyors Grade I after their training and have urged that the earlier practice should be reintroduced. There are at present 105 posts of Surveyors Grade II compared to 386 posts of Surveyors Grade I.

In view of this distribution, Grade II appears to be merely a transitional stage before reaching Grade I, which is the main grade where substantive work is carried out. It is not necessary to have two grades with more or less the same starting salary and we recommend that the posts of Surveyors Grade I

25. For the remaining posts we recommend the following :

Designation	No. of posts	Existing Scale	Proposed Scale
		(Rs.)	(Rs.)
Meter Reader	1	110-3-131	260-350
Packer	1	-do-	260-350
Book Binder	4	80-1-85-2-95	190-240
Head Book Binder	1	95-3-110	200-260

DEPARTMENT OF SUPPLY

The Department of Supply is responsible for the procurement, purchase and inspection of stores required by the various Government departments and also for the disposal of stores declared surplus by these departments. The Department is also responsible for testing materials and ascertaining whether they conform to national and international standards. The Department has the following offices under its control :

- (i) Directorate General of Supplies and Disposals, New Delhi.
- (ii) India Supply Missions, London and Washington.
- (iii) National Test House, Calcutta; and
- (iv) Chief Pay and Accounts Office, New Delhi.

The classwise distribution of posts in these offices is given in the table below :

TABLE I

	Class I	Class II	Class III	Class IV	Total
1. Department proper	12	77	63	52	204
2. Directorate General of Supplies and Disposals	284	677	2811	1948	4820
3. India Supply Missions	23	4	49	—	76
4. National Test House	34	124	211	169	538
5. Chief Pay and Accounts Office	9	47	1960	281	2297
Total	362	929	5094	1550	7935

I. DIRECTORATE GENERAL OF SUPPLIES AND DISPOSALS

2. The Directorate General of Supplies and Disposals has Regional Supply and Inspection Directorates at Bombay, Calcutta, Madras, New Delhi and Kanpur. There is also a separate Directorate of Supply (Textiles) at Bombay. On the Inspection side there are two Metallurgical Inspection Directorates at Jamshedpur and Burnpur and also an Inspection cell in Japan for the inspection of stores imported from that country.

The Indian Inspection Service and the Indian Supply Service provide officers for the various engineering and technical posts in the Directorate General of Supplies and Disposals. The cadre structure of these two Class I Services is given in the table below :

TABLE II

Sl. No.	Name of post	No. of posts	Existing scale of pay
(Rs.)			
1.	Indian Supply Service		
(i)	Supertime scale		
(a)	Director General	1	2500-125/2-2750
(b)	Additional Director General	1	2000-125-2250.
(c)	Deputy Director General/ Director General India Supply Missions, London and Washington.	6	1800-100-2000
(ii)	Grade I (Selection Grade) (Director)	2	1600-100-1800
	Grade I (Ordinary Grade) (Director)	18	1300-60-1600
	Grade II (Deputy Director)	34	700-40-1100-50/2-1250
	Grade III (Assistant Director Grade I)	70	400-400-450-30-600-35-670-EB-35-950
2.	Indian Inspection Service		
(i)	Supertime scale (Deputy Director General)	1	1800-100-2000
(ii)	Grade I (Selection Grade) (Director)	1	1600-100-1800
	Grade I (Ordinary Grade) (Director)	9	1300-60-1600
	Grade II (Deputy Director)	33	700-40-1100-50/2-1250
	Grade III (Assistant Director/ Inspecting Officer)	79	400-400-450-30-600-35-670-EB-35-950

Direct recruitment to Grade III of these two Services is made through the Combined Engineering Services Examination conducted by the Union Public Service Commission. Some posts belonging to the Inspection service and located in the Textile or Metallurgical branches which require specialised qualifications may be filled on the basis of open advertisement also. Posts in the higher grades in the two Services are filled by promotion. There is also a provision in the recruitment rules to fill up posts in different grades of these Services by deputation of officers holding

equivalent posts in the major indenting departments such as Defence, Railways and Posts and Telegraphs, but the number of such deputations is restricted to a maximum of 20% of the posts.

3. The Directorate General, Supplies and Disposals Officers' Association has suggested a merger of the ordinary and the selection grades of Directors. There are at present only two posts in the Indian Supply Service and one in the Indian Inspection Service in the selection grade of Rs. 1600-100-1800 and all the remaining posts are in the ordinary grade of Rs. 1300-60-1600. We were informed that the selection grade was created to partially mitigate the stagnation of the officers in the ordinary grade. Since the duties and responsibilities of the Directors in the two grades are broadly the same we recommend that the ordinary grade and the selection grade should be merged in these two Services and placed in the revised pay scale of Rs. 1500 (14th year or under)-2000.

4. Coming to the pay scales of other posts, we do not recommend any change in the existing equation of the Director General with a Joint Secretary. For the Additional Director General, we recommend the pay scale of Rs. 2250-2500. For the posts of Deputy Director General and the heads of the Supply Missions, we recommend the scale of Rs. 2000-2250.

The posts in Grades II and III of these services are in the scales of pay applicable to corresponding posts in the other organized engineering services to which recruitment is made through the Combined Engineering Services Examination. The scales recommended for such posts in Chapter 14 would apply to the posts in Grades II and III of these services.

5. Directorate General Supplies and Disposals Officers' Association has proposed that Class II cadre of the Assistant Inspecting Officer and the Assistant Director Grade II (Supply) should be abolished and merged with the Class I cadres of the Inspecting Officer and Assistant Director Grade I on the ground that academic qualifications required for direct recruitment as well as the duties and responsibilities attached to the Class II and Class I posts are comparable. Of the posts of Assistant Inspecting Officer in the scale of Rs. 350-25-500-30-590-EB-30-800-EB-30-830-35-900—one-third are filled by direct recruitment and the remaining two-thirds by promotion from the non-gazetted cadre of the Examiner of Stores (Rs. 210-10-290-15-320-EB-15-425) or by transfer of officers holding corresponding posts. We were told that the Department has now decided to make the post of Assistant Inspecting Officer, entirely promotional for Examiner of Stores. Of the posts of Assistant Director Supply Grade II (Rs. 350-25-500-30-590-EB-30-800-EB-30-830-35-900)—50% are filled by direct recruitment and the remaining 50% by promotion of Superintendent, Junior Field Officer, Junior Progress officer, etc. Posts of Assistant Director (Supply) Grade II

and Assistant Inspecting Officer provide a useful channel of promotion for Class III officials. Following our general approach in regard to Class II we do not recommend the abolition of these Class II cadres. We recommend the scale of Rs. 650-1200 for Assistant Inspecting Officer and Assistant Director Supply, Grade II. There are 11 posts of Assistant Director (Administration) Grade II in the pay scale of Rs. 400-25-500-30-680 for which we recommend the scale of Rs. 650-960.

Class III posts

6. There are two grades of Examiners, ordinary grade in the scale of Rs. 210-10-290-15-320-EB-15-425 (270 nos.) and selection grade in the scale of Rs. 325-15-475-EB-20-575 (10 nos.). The selection grade is a dying cadre. The posts of Examiner of Stores (Ordinary Grade) in the Engineering branch are filled partly by direct recruitment and partly by promotion from Draftsmen. The qualifications for direct recruitment for the posts of Examiners is a Diploma in Mechanical/Electrical Engineering. For the Examiner of Stores we recommend the scale of Rs. 425-700. For the posts of Examiner of Stores (Selection Grade), we recommend the scale of Rs. 550-900.

7. There are 28 posts of Technical Assistant in the pay scale of Rs. 210-10-290-15-320-EB-15-425. The posts are all filled by direct recruitment and the qualifications laid down are a Diploma in Electrical/Mechanical Engineering with one year's experience in a workshop or drawing office. As these qualifications are similar to those prescribed for Examiner of Stores, and their duties are comparable, we do not see much justification for a separate small cadre of Technical Assistant. We, therefore, recommend that the cadre of Technical Assistant may be merged with that of Examiner of Stores. The Technical Assistant may also be placed in the scale of Rs. 425-700, as recommended by us for the Examiner.

8. There are six posts of Estimator in the pay scale of Rs. 335-15-425 of which 50% are filled by direct recruitment and 50% by promotion of technical Assistant. The qualifications for direct recruitment of Estimators are a Degree in Engineering or Diploma in Engineering with 2 years' experience in the line of 3 years' practical training. The Estimators are required to work out the requirements of tin and steel materials from relevant drawings and engineering specifications. We consider it anomalous that the maximum of the pay scale of Estimator is the same as that of the feeder post. We recommend for the Estimator the scale of Rs. 550-750 which will take care of this anomaly.

9. There are also 53 posts of Junior Field Officer (Technical Progress) in the pay scale of Rs. 325-15-475-EB-20-575, the qualifications for direct recruitment in their case being the same as that for Estimator.

These posts are filled by promotion from Examiner of Stores, Estimator and Technical Assistant. The duties assigned to Junior Field Officer (Technical Progress) are to visit firms and collect technical data, to locate bottlenecks in manufacture and/or supply of stores against Government orders, to estimate requirements of raw materials and to identify additional capacity available for different fabricated stores. We recommend the scale of Rs. 550-900 for the Junior Field Officer (Technical Progress).

10. The office supervisory staff in the Inspection Wing consists of 44 Head Clerks in the scale of Rs. 335-15-425, while in the Supplies and Disposals Wing this staff consists of 27 Superintendents in the scale of Rs. 350-10-450-25-475. There are 3 posts of Superintendents in the pay scale of Rs. 350-20-450-25-575 in the Calcutta Inspectorate. The duties of Superintendents and Head Clerks are of a supervisory nature; both supervise the work of the Upper Division Clerks and lower Division Clerks. The Non-gazetted (Non-technical) Staff Association of the Directorate of Inspection has represented that the post of Head Clerk on the inspection side should be upgraded to the level of Superintendent on the supply side. The Department has also supported parity at this level on the ground that the duties are similar. Having regard to these considerations, we think that the posts of Head Clerk and Superintendent should be on the same scale of pay. We recommend the pay scale of Rs. 550-750 for them. For the three posts of Superintendent in the scale of Rs. 350-20-450-25-575 in the Calcutta Inspectorate, we recommend the scale of Rs. 700-900.

11. There are 35 posts of Junior Progress Officer in the pay scale of Rs. 250-10-250-290-15-320-EB-15-425-EB-15-530. These are filled by promotion of Upper Division Clerks who are graduates with 5 years' experience of actual purchase work either in the Directorate General of Supplies and Disposals or in Regional Offices. The duties entrusted to the Junior Progress Officers consist of maintenance of the prescribed records and necessary action on the reports received from the Junior Field Officers. We find that Upper Division Clerks are also eligible for promotion as Head Clerks in the scale of Rs. 335-15-425 and Superintendent in the scale of Rs. 350-20-450-25-475. Since the posts of Junior Progress Officer are filled from among the Upper Division Clerks and having regard to their duties, we recommend for them the scale of Rs. 550-750. Government may also consider amalgamating the cadres of Junior Progress Officer and Superintendent.

12. For the remaining Class III and IV posts, which are peculiar to the Directorate General of Supplies and Disposals, we recommend the scales as indicated in the Table below :—

TABLE III

Sl. No.	Name of Post	No. of posts	Existing scale	Revised scale
			Rs.	Rs.
1.	Dock Inspector	9	325-15-475	550-750
2.	Public Relation Officer	7	210-10-290-15-320-EB-15-380	425-640
3.	Senior Dock Sircar	9	130-5-160-8-200-EB-8-256-EB-8-280-10-300	330-560
4.	Supervisor	2	130-5-160-8-200-EB-8-256-EB-8-280-10-300	330-560
5.	Senior Machine Operator	1	130-5-160-8-200-EB-8-256-EB-8-280-10-300	330-560
6.	Crane Driver	2	140-5-175	320-400
7.	Junior Dock Sircar	6	110-3-131-4-155-EB-4-175-5-180	260-400
8.	Junior Machine Operator	10	110-3-131-4-155-EB-4-175-5-180	260-400
9.	Jetty Sircar	2	95-3-110	200-260
10.	Machine Room Attendant	1	85-2-95-EB-3-110	200-260
11.	Franking Machine Operator	2	80-1-85-2-95-EB-3-110	200-260
12.	Head Laboratory Bearer	2	80-1-85-2-95-3-110	200-260

13. There is one post of Sanitary Inspector in the pay scale of Rs. 80-1-85-2-95-EB-3-110, for which the qualification is only Middle pass, and a Diploma in sanitation is not insisted upon. The revised pay scale of Rs. 200-260 is considered adequate for this post.

14. The posts in the Supply Missions at Washington and London, are held by officers belonging to the various services in the Department. These posts could accordingly be placed in the same scales as applicable to other similar posts in the Directorate General of Supplies and Disposals. There are eight posts of Executive Officers in India Supply Mission, Washington, which carry the pay scale of Rs. 210-10-270-15-300-EB-15-450-EB-20-530 and are filled by deputation of Assistants from Directorate General of Supplies and Disposals having experience of purchase work. We consider the pay scale of Rs. 425-800 adequate for these posts.

II. NATIONAL TEST HOUSE

15. The National Test House, Calcutta, with a branch office at Bombay, is responsible for the testing and evaluation of stores. It also undertakes testing of national and international sub-standards for the various units in which physical measurements are taken. The scientific posts in the Test House are indicated in the table below:—

TABLE IV

Sl. No.	Name of post	No. of posts	Existing scale of pay (Rs.)
1.	Director	1	1600-100-2000
2.	Joint Director	1	1300-60-1600
3.	Deputy Director	6	700-50-1250
4.	Assistant Director	25	400-40-800-50-950
5.	Scientific Officer	25	350-25-500-30-590-EB-30-800-EB-30-830-35-900
6.	Scientific Assistant	97	325-15-475-EB-20-575

There is direct recruitment to the posts of Director and Joint Director, and to the extent of 60% of the posts at the level of Assistant Director. The posts of Deputy Director are filled by promotion from Assistant Director and the posts of Scientific Officer are filled by promotion from Scientific Assistant.

16. The Association of the Scientific Assistants of the National Test House has complained of poor promotional prospects and has demanded one running scale for all the Class I and Class II scientific posts, with four sub-cadres of Junior Scientific Officer, Scientific Officer, Assistant Director and Deputy Director. We do not favour such a long scale.

The Association has further urged that the duties of the Scientific Assistant and Scientific Officer are identical and thus continuance of these 2 separate categories is irrational. While both these categories are mainly employed on testing work, the jobs entrusted to the Scientific Officers are of a higher degree of responsibility as they are employed on developmental testing and other types of work involving exercise of initiative. Moreover, they have also to supervise the work of Scientific Assistants in various sections. We are, therefore, unable to accept this demand.

17. In view of the increasing responsibilities of the post of the Director National Test House, we recommend the scale of Rs. 2000-2500 for this post. The Joint Director should be placed in the scale of Rs. 1500-2000.

For the other scientific posts in the National Test House, we recommend that these may be placed in the pay scale recommended for the corresponding scientific categories elsewhere in our Report.

18. There is one post of Workshop Superintendent in the scale of Rs. 350-20-450-25-575 which is filled by promotion of Scientific Assistant (Physical) in the pay scale of Rs. 325-15-475-EB-20-575. The Workshop Superintendent is incharge of the workshop in the National Test House. We recommend that this post should be placed in the scale of Rs. 650-960.

19. For assisting the Scientific Officers and Assistants, the following 4 non-gazetted categories of staff are employed in the Laboratories of the National Test House :—

Sl. No.	Name of post	No. of posts	Existing scale of pay (Rs.)
1.	Operator	53	110-3-131-4-143-EB-4-155
2.	Laboratory Assistant	25	110-3-131-4-143-EB-4-155
3.	Laboratory Attendant	13	85-2-95-3-110
4.	Laboratory Bearer	37	75-1-85-EB-2-95

The posts of Operator are filled by direct recruitment. The qualifications laid down are Middle School pass with experience as Mechanic in a Workshop, Power House and Factory. Their duties are preparation of test pieces, handling, repairing and fitting up machinery in the Laboratory or Workshop, etc. We recommend the scale of Rs. 260-350 for these posts. For Laboratory Assistant, Laboratory Attendant and Laboratory Bearer, we recommend the same scales as suggested for similar posts in other departments.

20. For the following Class III and Class IV posts in the National Test House, we recommend the scales as indicated against each in the table below :—

TABLE V

Sl. No.	Name of post	No. of posts	Existing scale of pay (Rs.)	Revised scale of pay (Rs.)
1.	Museum Assistant	1	210-10-290-15-320-EB-15-4-425	425-700
2.	Photographic Assistant	1	210-10-290-15-320-EB-15-425	425-700
3.	Head Laboratory Assistant and Glass Blower	1	150-5-175-6-205-EB-7-240	380-560
4.	Draughtsman and Photographer	1	205-7-240-8-280	330-560
5.	Automobile Driver-cum-Mechanic	3	125-3-131-4-163-EB-4-175-5-180	290-400

21. There are certain Artisan category posts in the Directorate General of Supplies and Disposals and National Test House like those of Crane Mechanic, Turning and Fitting Mistry, etc. For these posts we recommend the revised scales of pay as indicated in the table below :—

TABLE VI

Sl. No.	Existing scale of pay Rs.	Revised scale of pay Rs.
1.	85-2-95-3-110	200-280
2.	85-2-95-3-110-EB-3-128	200-280
3.	110-3-131	260-350
4.	110-3-131-4-143-EB-4-155	260-350
5.	125-3-131-4-155	260-350
6.	125-3-131-4-163-EB-4-175-5-180	320-400
7.	150-5-175-6-205-7-240	380-560

In the Directorate General of Supplies and Disposals there are two posts of Foreman in the pay scale of Rs. 250-10-290-15-380 which are filled by promotion from Turning and Fitting Mistry (Rs. 125-3-131-4-155). The Foreman who is incharge of the Machine Shop helps the officers and technical staff in carrying out physical tests. Having regard to the method of recruitment, we recommend the scale of Rs. 425-640 for this post.

In National Test House there is one post of Foreman (Chemical) in the pay scale of Rs. 250-10-290-15-380 which is filled by promotion from Laboratory Assistant (Chemical) (Rs. 110-3-131-4-143-EB-4-155) with 10 years' service in the grade. The Foreman is responsible for maintenance and repair of apparatus and instruments in the Chemical Laboratories. We recommend the pay scale of Rs. 425-640 for this post having regard to the method of recruitment.

22. The various posts in the office of the Chief Pay and Accounts Officer, carry the same scales of pay as applicable to similar posts in the Audit and Accounts Department. We recommend that these posts may be placed in the scales recommended by us for the corresponding posts in that Department.



CABINET SECRETARIAT

1. The Cabinet Secretariat comprises three Departments, namely, Cabinet Affairs, Electronics, and Personnel and Administrative Reforms. The Department of Personnel and Administrative Reforms deals *inter-alia* with matters concerning the Union Public Service Commission which is, however, an independent body set up under the Constitution.

I. DEPARTMENT OF CABINET AFFAIRS

2. The Department is headed by the Cabinet Secretary. Most of the posts in this Department are filled by the various organised Services including the Central Secretariat Service. They will be governed by our recommendations relating to such services. The particulars of the posts which are peculiar to this organisation, and our recommendations thereon, are given below :—

TABLE I

Designation	Number	Existing Scale	Proposed Scale
		(Rs.)	(Rs.)
Science Officer	1	2000-100-2500	2500-3000
Principal Scientific Officer	5	1100-50-1200-100-1500	As for Principal Scientific Officer in the Defence Science Service.
Assistant Director (Vigilance)	1	900-50-1250	1200-1600
Senior Scientific Officer	3	700-50-1250	1100-1600
Vigilance Inspector	2	450-25-575	700-900

II. DEPARTMENT OF ELECTRONICS

3. All the posts in the Department either belong to the common categories or to the organised services which have been dealt with separately. These should, therefore, be on the scale recommended for the corresponding posts.

III. DEPARTMENT OF PERSONNEL AND ADMINISTRATIVE REFORMS

4. This Department deals with policy matters connected with recruitment, promotion, conditions of service, vigilance and discipline in public service, All-India Services, etc. It is also concerned with the policies relating to administrative improvements and with the processing of the recommendations of the Administrative Reforms Commission which functioned from 1966 to 1969.

5. The class-wise distribution of posts in the various offices under this Department is as follows :—

TABLE II

Name of Office	Class				
	I	II	III	IV	Total
Department of Personnel and Administrative Reforms	75	265	260	158	758
Central Vigilance Commission	27	49	57	39	172
Central Bureau of Investigation	93	240	1580	1132	3045
Institute of Secretariat Training & Management	15	36	32	31	114
Lal Bahadur Shastri Academy of Administration	25	9	78	121	233
Directorate of Revenue Intelligence	24	12	131	37	204
Enforcement Directorate	25	15	269	97	406
	284	626	2407	1615	4932

6. The posts peculiar to the Secretariat of this Department and our recommendations thereon, are given in the table below :—

TABLE III

Designation	Number	Existing Scale	Proposed Scale
		(Rs.)	(Rs.)
Deputy Director	1	1100-50-1300-60-1600-100-1800	1500-2000
Secretary, Central Secretariat Sports Control Board.	1	900-50-1250+S.P. Rs. 100 p.m.	1300-1700
Director of Canteens	1	700-40-1100-50/2 1250	1050-1600
Senior Analyst	16	-do-	-do-
Research Officer	3	400-400-450-30-600-35-670-EB-35-950	700-1300
Research Officer	5	400-25-500-30-590-EB-30-800-EB-30-830-35-900	650-1200
Junior Analyst	5	-do-	-do-
Assistant Editor	1	350-25-500-30-590-EB-30-800	-do-
Assistant Secretary, Central Sectt. Sports Control Board.	1	350-25-500-30-590-EB-30-650	650-960
Supervisor (Games)	1	210-10-270-15-300 EB-15-450-EB-20-530	425-800
Proof Reader	1	130-5-160-8-200-EB-8-256-EB-8-280	330-560

Central Vigilance Commission

7. All the posts in the organisation belong to common categories and should be on scales recommended for the corresponding posts. Those working on deputation should receive special pay at rates at present in force.

Institute of Secretariat Training & Management

8. The distribution of Class I and Class II posts, and our recommendations thereon, are as follows :—

TABLE IV

Designation	Number	Existing Scale (Rs.)	Proposed Scale (Rs.)
Director	1	1100-50-1300-60-1600-100-1800+ S.P. Rs. 200/- p.m.	2000-2250
Additional Director	1	1100-50-1300-60-1600-100-1800	1500-2000
Joint Director	1	1300-60-1600	1500-1800
Assistant Director (Work Studies/Foundation work/Vigilance course).	12	900-50-1250	1200-1600
Instructors/Instructors (Typewriting)	9	350-25-500-30-590-EB-30-800-30-830-EB-35-900	650-1200
Instructor Accounts	1	590-30-830-35-900	840-1200
Superintendent (Mechanical Tabulation)	1	620-30-830-35-900	840-1200

9. *Class III Posts.*—Technical Assistants (Hollerith) who are in the scale of Rs. 210-425 should be given the revised scale of Rs. 425-700.

Lal Bahadur Shastri Academy of Administration

10. The distribution of Class I & Class II posts in this organisation is given below :—

TABLE V

Designation	Pay Scale (Rs.)	Number
Director	3500 fixed	1
Joint Director	2500-125/2-2750	1
Deputy Director (Senior)	1800-100-2000	3
Deputy Director	1100-50-1300-60-1600-100-1800	4
Asstt. Director (Admn.)	900-50-1250	1
Professors	1100-50-1300-60-1600	12
<i>Class II</i>		
Asstt. Professor (Hindi)	590-30-830-35-900	3
Deputy Administrative Officer.	-do-	1
Assistant Administrative Officer.	350-25-575	1

*Chapter 9.

11. The Director, the Joint Director, the Deputy Director (Senior), the Deputy Directors and the Assistant Director (Admn) are on fixed pay or scale applicable to Secretary, Joint Secretary, Director, Deputy Secretary and Under Secretary, respectively, in the Central Secretariat. The corresponding fixed pay or scales recommended elsewhere* should apply. The Professors are appointed by direct recruitment, the qualification required being a Doctorate or 1st Class Master's Degree in the respective subjects, except in the case of the Professor of Law who is recruited from among members of a state Judicial Service holding the post of District & Sessions Judge, City Civil Judge or Additional District & Sessions Judge and having at least 3 years' experience, or from among legal practitioners who have worked as Additional Presidency Magistrates or 1st Class Magistrates for about 5 years or from among serving members of the Central Legal Service. We recommend the revised scale of Rs. 1500-1800 for these posts. For the Assistant Professor (Hindi) and the Deputy Administrative Officer, we recommend the scale of Rs. 840-1200. The Assistant Administrative Officer should be in the revised scale of Rs. 650-900.

12. *Class III Posts.*—The distribution of the posts peculiar to the Institution, and our recommendations thereon are given below :—

TABLE VI

Designation	Number	Existing Scale (Rs.)	Proposed Scale (Rs.)
Language Instructor	8	250-10-290-15-380-EB-15-470	440-750 with 15% of the posts in the selection grade of 740-880
Riding Instructor	1	325-15-475	550-750
Physical Training Instructor	1		
Assistant Riding Instructor	1	168-8-240	380-560
Book Binder	1	110-3-131-EB-4-155	260-350

DIRECTORATE OF REVENUE INTELLIGENCE

13. This Directorate is headed by the Director (Rs. 1800-2250) who is usually an officer on deputation from the Customs and Central Excise Department. Most of the posts in Class I and Class II are filled by deputation from the same Department; a few are however, filled by deputationists from the Police or Income Tax Departments. The scales applicable are those prevailing for the corresponding grades in the Customs and Central Excise, Incometax and Police Departments and the substitute scales we have recommended for the corresponding grades should apply. For the post of Administrative Officer (Rs. 350-800), we recommend the revised scale of Rs. 650-1200. Officers on deputation to this Directorate get special pays as admissible in their parent Departments and a demand has been made for

bringing these special pays on par with those, admissible in the Central Bureau of Investigation which are Rs. 200/- and Rs. 300/-. The existing rates of special pay for Customs and Central Excise Officers are Rs. 75/- and Rs. 150/- depending on the grade. A view has been expressed that if the special pays of the Income Tax, Customs and Central Excise Officers on deputation to the Revenue Intelligence Organisation are increased, this would have repercussions on the special pay of such officers going on deputation to other organisations. We feel that the work done in the Directorate of Revenue Intelligence is comparable with the work in the Central Bureau of Investigation. This should, in our view, determine the approach to special pays. Accordingly, we recommend that the special pay of Income Tax and Customs and Central Excise Officers on deputation to the Revenue Intelligence Organisation should be at the rate of Rs. 200/- per month.

Central Bureau of Investigation

14. The Central Bureau of Investigation registers and investigates cases of alleged fraud, misappropriation, and misconduct on the part of public servants as well as certain types of crimes against the State.

15. *Class I & Class II Posts.*—The distribution of Class I & Class II posts in this office is as follows :—

TABLE VII

Designation	Pay Scale	Number
	(Rs.)	
Director and Inspector General of Police, Special Police Establishment.	3250 fixed (for I.P. Officer)/3000 fixed (for IPS Officer).	1
Joint Director	2500-125/2-2750 (for IPS Officer).	2
Deputy Director	1600-100-2000	2
Dy. Inspector Genl. of Police	-do-	13
Director, Combined Forensic Science Laboratory.	1600-100-1800	1
Assistant Director	900-40-1100-50-1250	3
Administrative Officer	900-50-1250	2
Assistant Inspector General of Police/Superintendent of Police	820-40-1100-50/2-1250	2
Legal Adviser	1100-50-1300-60-1600-	37
Addl. Legal Adviser	100-1800	1
Deputy Legal Adviser	1000-40-1200-50-1300	6
Technical Adviser, Accounts & Incometax.	1100-50-1300-60-1600	1
Assistant Director (Forensic)	700-50-1250	5
Chief Technical Officer Accounts & Incometax	400-400-450-30-510-EB-700-40-1100-50/2-1250	2
Executive Engineer	700-40-1100-50/2-1250	1
Information Officer	700-40-1100-50/2-1250	1
Technical Officer (Accounts)	700-40-1100-50/2-1150	1
Senior Scientific Officer	400-40-800-50-950	9
<i>Class II</i>		
Deputy Superintendent of Police	400-25-500-30-590-EB-30-800-EB-30-830-35-900	130
Junior Technical Officer (Accounts).	590-30-800-EB-30-830-35-900	4
Senior Public Prosecutor	350-25-500-30-590-EB-30-830-35-900	33
Junior Technical Officer (Income Tax).		1

16. The posts of Director, Additional Director, Joint Director, Deputy Director, Deputy Inspector General (Police), Assistant Director, Assistant Inspector General of Police and Superintendent of Police are filled by deputation of officers belonging to the Indian Police Service and by promotion. Indian Police Service officers on deputation receive special pay in accordance with the Indian Police Service (Pay) Rules. These posts have been dealt with in the Chapter on the Ministry of Home Affairs.

17. For the Director, Combined Forensic Science Laboratory, we recommend the revised scale of Rs. 2000-2500. The post of Legal Adviser is borne on the strength of the Ministry of Law and is discussed there. The post of Additional Legal Adviser is filled by direct recruitment, the prescribed qualifications being a Degree in Law with about 10 years of active practice on the criminal side and adequate knowledge of law. The revised scale of Rs. 1500-2000 would be appropriate for this post. The post of Deputy Legal Adviser are filled by promotion from amongst Senior Public Prosecutors with at least 7 years of service in the grade. We recommend the revised scale of Rs. 1300-1700 for these posts. For the post of Technical Adviser (Accounts & Income Tax) which is also filled by promotion, the revised scale of Rs. 1500-1800 would be appropriate. The posts of Chief Technical Officer (Accounts & Income Tax), Technical Officer (Accounts), and Information Officer, should be in the revised scale of Rs. 1050-1600. There are a few Class I Scientific and Engineering posts in the Senior and Junior Class I scales. For these posts and revised scales recommended for the corresponding grades in the Chapters on the Scientific and Engineering Services should be applied.

18. The posts of Senior Public Prosecutors are promotion posts for Public Prosecutors (Rs. 355-575) with 5 years of Service in the grade. On a review of the duties and responsibilities of the posts of Senior Public Prosecutors, we have felt that the existing scale is on the low side and accordingly we recommend for these posts the revised Junior Class I Scale. For the Junior Technical Officer (Accounts) and Junior Technical Officer (Income Tax) we recommend the revised standard Class II Scale. The posts of Deputy Superintendents of Police have been dealt with in the Chapter on the Ministry of Home Affairs.

19. *Class III Posts.*—The Class III posts which have their counterparts in the Police, the Customs and Central Excise and the Income tax Departments, should be on the revised scales recommended for equivalent posts in the respective Departments. Other posts are discussed below :—

Public Prosecutors (Rs. 355-575) and Assistant Public Prosecutors (Rs. 210-320) conduct cases in court, and also tender legal advice to the other CBI officers. They are at present on the same scales of pay as Inspectors of Police and Sub-Inspectors of Police respectively in the CBI. Twenty per cent of the

posts of Public Prosecutors are filled by direct recruitment from among law graduates having five years of experience at the Bar in conducting criminal cases. Of the remaining posts, 30% are filled by deputation and 50% by promotion of Assistant Public Prosecutors with five years of service. There is direct recruitment to all the posts of Assistant Public Prosecutors from among law graduates with three years' experience at the Bar. We recommend the revised scale of Rs. 650-960 for the Public Prosecutor and of Rs. 455-700 for the Assistant Public Prosecutor. The Curator (Rs. 210-425) should be in the revised scale of Rs. 425-700. The Counterfeit Expert is on the scale of Rs. 270-15-435 EB-20-535. The post is filled by transfer on deputation and, failing this by direct recruitment for which the qualifications prescribed are matriculation and 3 years' experience as Counterfeit Expert in a Bank or any other similar organisation. We recommend the revised scale of Rs. 500-900 for this post. For the Munim (Rs. 130-280), the revised scale of Rs. 330-560 would be appropriate.

ENFORCEMENT DIRECTORATE

20. The distribution and source of recruitment of Class I and Class II posts in this Directorate are given in the table below :—

TABLE VIII

Designation	Number	Existing Scale	Source of Recruitment
Rs.			
Director	1	1800-100-2000-125-2250	By deputation of an Officer belonging to IAS/IPS/Indian Income Tax Service/Customs and Central Excise Service or the Central Legal Service or the State Judicial and Legal Services.
Additional Director.	1	1600-100-1800	By promotion of Deputy Directors of Enforcement with 5 years' service or by deputation of officers belonging to IPS or the Income Tax or Customs and Central Excise Services.
Deputy Director	7	1300-60-1600	One-third by promotion from amongst Assistant Directors with five years' service; and two-thirds by transfer of officers belonging to the IPS, the Income Tax or Customs and Central Excise Services.

Designation	Number	Existing Scale	Source of Recruitment
Rs.			
Assistant Director	13	700-40-1100-50/2-1250	50% by promotion of Chief Enforcement Officers with five years' service and 50% by transfer on deputation of Officers belonging to the Revenue and Police Services.
Inspecting Officer.	2	400-400-450-30-510-EB-700-40-1100-50-2-1250 with special pay of 25% of grade pay subject to a minimum of Rs. 100 and maximum of Rs. 200 per month.	By deputation of officers from the Department of Customs and Central Excise.
Investigating Officer.	2	400-400-450-30-510-EB-700-40-1100-50/2-1250 with special pay of Rs. 75 per month.	By deputation of officers from the Department of Customs and Central Excise.
Chief Enforcement Officer.	12	400-25-500-30-590-EB-30-830-35-900	75% by promotion of Enforcement Officers (Rs. 355-575) and Superintendent (Rs. 450-575); and 25% by deputation of Officers from the Department of Customs and Central Excise or of Deputy Superintendents of Police or their equivalents from Central or State Governments.
Administrative Officer.	1	350-25-500-30-800	By promotion of Superintendent (Rs. 450-575) with 3 years' service.
Inspector (Customs).	1	350-25-500-30-590-EB-30-800 with special pay equal to 25% of grade pay subject to a minimum of Rs. 100 and a maximum of Rs. 200 p.m.	By transfer on deputation from Customs Department of Preventive Officers Grade I (Senior Grade) (Rs. 325-575) with 5 years' service failing which, Preventive Officer Grade I (Rs. 210-485) with 10 years' service.

21. Our recommendations in respect of these posts are as follows ;—

TABLE IX

Designation	Proposed Scale
	Rs.
Director	2500-2750
Additional Director	1800-2000
Deputy Director	1500-1800
Assistant Director	1050-1600
Inspecting Officer	1050-1600 with a special pay of Rs. 200 per month.
Investigating Officer	-do-
Chief Enforcement Officer	650-1200
Administrative Officer	650-1200
Inspector (Customs)	650-1200 with a special pay of 25% of grade pay subject to a maximum of Rs. 200 per month.

22. *Class III posts* :—The distribution of posts in the categories which are peculiar to this organisation is given below :—

Designation	Existing Scale	No.
	Rs.	
Enforcement Officer	355-15-475-EB-20-575	51
Prosecuting Officer	325-15-475-EB-20-575	1
Assistant Enforcement Officer	210-10-290-15-320	54

23. The posts of Enforcement Officers and Prosecuting Officers are gazetted though categorised as Class III. The posts of Enforcement Officers are filled to the extent of 50% by promotion of Assistant Enforcement Officers who have put in at least 5 years' service in the grade, 40% by deputation from amongst Inspectors of Central Excise (Senior Grade) (Rs. 320-575) with 3 years' service and Customs Preventive Officer (Senior Grade) (Rs. 325-575) with 8 years' service or Inspectors of Police. The remaining 10% are filled by transfer of Assistants and Stenographers in the Directorate of Enforcement with 5 years' service. The posts of Assistant Enforcement Officers are filled to the extent of 50% by direct recruitment from amongst graduates in arts, science or commerce and 30% by deputation of Sub-Inspectors of Central Excise (Rs. 110-180) with 5 years' service, Inspectors of Central Excise (Ordinary Grade) (Rs. 210-425), Inspectors of Income Tax (Rs. 210-485), Sub-Inspectors of Police in Central/State Police Organisations or from among Customs Preventive Officers Grade II (Rs. 150-300). The remaining 20% posts are filled by transfer of Upper Division Clerks/Stenographers with 5 years' service who qualify in a departmental examination.

24. A demand has been made that the post of Assistant Enforcement Officer should be brought on par with the posts of Inspector of Central Excise,

Inspector of Income Tax and the Preventive Officer (Ordinary Grade) and that the Enforcement Officers should be on par with Superintendents of Central Excise (Rs. 350-900). We do not think that these claims are tenable, considering the existing methods of filling these posts and in view of their duties and responsibilities. Our recommendations are as follows:

Designation	Existing Scale	Proposed Scale
	Rs.	Rs.
Enforcement Officer	355-575	650-960
Prosecuting Officer	325-575	550-900
Assistant Enforcement Officer	210-320	425-600

UNION PUBLIC SERVICE COMMISSION

25. The Union Public Service Commission is an independent statutory Commission set up under Article 315 of the Constitution. The Commission is composed of the Chairman and nine Members, all appointed by the President. The Commission has to be consulted on all matters relating to the methods of recruitment to civil posts and services, on the principles to be followed in making appointments thereto, and in making promotion, etc. They also have to advise on the suitability of candidates for such appointments, promotion, etc. Further, the Commission is required to advise on disciplinary matters, claims for extraordinary pension, claims for legal costs etc. The Commission's direct channel of communication with the Government of India on general matters is the Department of Personnel, but in its day-to-day work in the discharge of its statutory responsibilities, the Commission deals directly with the different Ministries and Departments.

26. Most of the posts in the organisation are on standard Class II, Class I Junior, Class I Senior Scales of pay or on scales applicable to Under Secretary, Deputy Secretary, Director, and Joint Secretary in the Central Secretariat. The corresponding substitute scales should be adopted. Our recommendations in respect of the remaining posts which are peculiar to this organisation are given below :—

Designation	Number	Existing Scale	Proposed Scale
		Rs.	Rs.
Controller of Examinations	1	1800-2000	2000-2250
Senior Research Officer (Hindi).	14	700-1250	1050-1600
Senior Research Officer (Languages).	1	700-1250	1050-1600
Research Officer	1	400-950	700-1300
Secretary, Central Advisory Committee.	1	400-950	700-1300
Junior Research Officer.	1	400-900	650-1200
Junior Research Officer (Languages).	21	400-900	650-1200
Research Assistant (Hindi/Language)	77	325-575	550-900
Research Assistant (Economics & Statistics)	6	210-425	425-700
Technical Assistant (Accounts)	7	210-380	425-700

OTHERS

I. MINISTRY OF PETROLEUM AND CHEMICALS

1. The Ministry of Petroleum and Chemicals is concerned with matters relating to the production, supply, distribution and pricing of crude oil and petroleum products, chemicals, fertilizers, petrochemicals and allied products. The Ministry has no subordinate offices but controls a number of public sector undertakings, the more important of which are the Fertilizer Corporation of India, the Indian Oil Corporation, the Oil and Natural Gas Commission and the Indian Drugs and Pharmaceuticals Limited. The total strength of the Ministry is 356 out of which 75 are gazetted officers and 281 other staff. Most of these posts are either administrative or ministerial and are covered by the recommendations we have made in respect of those categories. There are, however, a few posts of a technical and advisory nature and we proceed to deal with them.

Technical and Advisory Posts

2. The designations and present pay scales of these posts are given below :—

TABLE I

Designation	Number of posts	Existing Scale
		Rs.
Adviser (Petro-chemicals).	1	2500-125/2-2750
Chief, Refineries Planning and Development.	1	2500-125/2-2750
Chief Project Officer	1	2500-125/2-1750
Chief of Exploration	1	1800-100-2000-125-2250
Adviser (Drugs)	1	1600-100-2000
Project Officer	4	1300-60-1600
Deputy Petroleum Officer	1	900-40-1100-50/2-1250
Chemical Engineer	1	700-40-1100-50/2-1250
Assistant Petroleum Officer	1	375-25-500-EB-30-650-EB-30-800

3. These officers are engaged on work such as assessment of the requirements of petroleum and chemicals, planning and forecasting, feasibility studies, scrutiny of project reports from the techno-economic angle and project evaluation. They also assist generally in the formulation of policies relating to the development of the oil, chemical, fertilizer and drug industry by tendering the necessary advice. They are also called upon to advise on technical aspects of the relevant statutes.

4. There is direct recruitment to the post of Chief Project Officer from among M.Sc.'s in Chemistry or Engineering graduates, having 15 years of practical experience in a chemical plant or an organisation of repute or a department of the Government of India or a State. Experience in fertilizer industry

including project evaluation is also required. The posts of Adviser (Petro-chemicals) and of Chief, Refineries Planning and Development are filled by transfer on deputation or by appointment on short term contract, failing which direct recruitment is undertaken. In the latter case the qualifications required are (i) in the case of the Adviser, post-graduate qualification in chemical technology or engineering with 15 years of practical experience, and (ii) in the case of the Chief, Refineries Planning and Development, a Degree in Chemical Engineering or M.Sc. in Chemistry with specialisation in petroleum refining and 15 years of practical experience in the petroleum refining industry. The post of Chief of Exploration is filled by transfer on deputation or on short term contract from among suitable officers in a Government or semi-Government institution, drawing a basic pay of not less than Rs. 1500 per month. The post of Adviser (Drugs) is also filled by transfer on deputation failing which there is direct recruitment. In the latter case the qualifications prescribed are a doctorate in the appropriate speciality, about 5 years of research experience, and experience of the manufacture and testing of drugs or in dealing with the drug industry in a government organisation.

5. We have not received any representation from the concerned officers, but we have had the benefit of getting the views of the Secretary of the Ministry during his evidence before us. We were told that there has been some difficulty in getting suitable men of the appropriate experience and ability for the posts of Chief Project Officer, and Chief of Exploration or in retaining them at the existing remuneration. As for the Chief of Exploration, the Secretary thought that the present scale of Rs. 1800-2250 was thoroughly inadequate. Apparently, the previous incumbent could not be retained on these terms. It seems to us that the recruitment and retention difficulties now being experienced are not likely to be solved by marginal adjustments of the pay scales. Oil and Chemical technology is among the new fields which Government have entered into. Such expertise as is available in the country in these specialities happens to be in the employ of the private sector or the public sector undertakings. The remuneration offered by the private sector and even that offered by the public sector undertakings is distinctly superior to what the Government pays at comparable levels.

6. In our view, the best solution would be to offer contract appointments, on terms to be determined on the merit and availability of the individuals

concerned. Subject to this qualification we recommend the following scales :—

- (i) The Chief Project Officer, the Adviser (Petrochemicals), and Chief, Refineries Planning and Development should be in the scale of Rs. 3000–3500*. The Chief of Exploration should be in the scale of Rs. 2500–3000.
- (ii) The post of the Adviser (Drugs) should be in the scale of Rs. 2000–2250.
- (iii) For the Project Officer, the scale of Rs. 1500–1800 would be appropriate.
- (iv) There is a proposal to convert the post of Deputy Petroleum Officer (Rs. 900–40–1100–50/2–1250) to that of Under Secretary (Rs. 900–50–1250). In any case the scale we have prescribed for the post of Under Secretary should apply to this post.
- (v) The post of Chemical Engineer will carry the scale we have recommended elsewhere for the Senior Scale of the Class I Engineering Services.
- (vi) For the post of Assistant Petroleum Officer which is now on a scale which is a segment of the standard Class II scale the standard Class II scale would be suitable.

Other Posts

7. There are two other posts, outside the technical and advisory group, namely, Officer on Special Duty (Refineries) in the scale of Rs. 2000–100–2500, and Junior Artist in the scale of Rs. 250–10–290–15–380.

- (i) The Officer on Special Duty functions under a Joint Secretary and acts chiefly as the Finance Director on the Boards of the Madras and Cochin Refineries. It has been stated that the post was specially created to satisfy a requirement in the terms entered into with the foreign collaborators in these projects. We recommend for this post the scale of Rs. 2500–2750.
- (ii) For the Junior Artist the scale of Rs. 425–700 would be suitable.

II. PRESIDENT'S SECRETARIAT

8. The President's Secretariat which is headed by the Secretary to the President consists of two Departments. Department I which is under a Joint Secretary, deals with constitutional and political subjects, and Department II which is headed by a Military Secretary, is concerned with matters connected with defence personnel.

9. The class-wise distribution of posts in the President's Secretariat is as follows :—

Class I	Class II	Class III	Class IV	Total
13	84	113	120	330

Our recommendation in respect of posts which are peculiar to this organisation are given below :

Designation	Number of posts	Existing Scale	Proposed Scale
		Rs.	Rs.
Deputy Secretary	1	1600–100–1800	1800–2000
Press Secretary to the President	1		
Comptroller of President's Household	1	1100–50–1400	1300–1700
Special Assistant to the President	1		
Additional P.S. to the President	1	900–50–1250 plus special pay of 200.	1200–1600 plus special pay of 200.
Administrative Officer	1	700–40–1100–50/2–1150	1050–1600
Photographic Officer	1	400–25–500–30–590–EB–30–800	650–1200
Sanitary Superintendent	1	325–25–500–30–590–EB–30–710	650–960
Assistant Reference Officer	4	350–25–500–30–650	
Supervisor of President's Household	1	325–25–500–30–590–EB–30–680	
Supervisor, Government Hospitality Organisation	1	450–25–575	700–900
Production Assistant	1	210–10–290–EB–15–425	425–900
Bromide Printer	1	130–5–160–8–200–EB–8–256–EB–8–280	330–560
Personal Attendant to the President.	2	110–3–131	260–350

III. VICE-PRESIDENT'S SECRETARIAT

10. The class-wise distribution of posts is given below :

Class I	Class II	Class III	Class IV	Total
2	6	13	14	35

11. The posts peculiar to this Secretariat and our recommendations in respect of these are given below :—

Designation	Number of posts	Existing Scale	Proposed Scale
		Rs.	Rs.
Secretary to the Vice-President.	1	1300–60–1600–100–1800	1500–2000
Personal Attendant to the Vice-President.	2	110–3–131	260–350

IV. PRIME MINISTER'S SECRETARIAT

12. The total number of staff in the Prime Minister's Secretariat is 229. The class-wise distribution of the posts is as follows :

Class I	Class II	Class III	Class IV	Total
19	68	66	76	229

*Member-Secretary is not in agreement with these recommendations and has appended a separate Note of Dissent.

13. For the Social Secretary to the Prime Minister who is in the scale of Rs. 700-1150, we recommend the revised scale of Rs. 1050-1600.

Class I	Class II	Class III	Class IV	Total
9	46	51	38	144

15. The Secretary of this Department is equated with Joint Secretaries in other Departments and is on the same scale of pay. There is also a post of Officer on Special Duty on the same scale. We recommend for these posts the scale of Rs. 2500-2750. The Addressographer (Rs. 110-131) should be in the revised scale of Rs. 260-350.

V. DEPARTMENT OF PARLIAMENTARY AFFAIRS

14. The class-wise distribution of the posts in the Department of Parliamentary Affairs is given below :



UNION TERRITORIES

The persons recruited to the services and posts in the Administrations of the various Union territories (UTs) are, strictly speaking, the employees of the Central Government. However, with regard to pay scales, only Delhi and the Island UTs have remained on the Central pattern and the others have either come over recently to the Central pattern, (*viz.*, Goa, Pondicherry, Dadra and Nagar Haveli) or they still retain the linkage with the pattern in force in a neighbouring State as is the case with Chandigarh, Mizoram and Arunachal Pradesh. During the course of our deliberations, the Union territories of Himachal Pradesh, Manipur and Tripura acquired Statehood and so the cases of their employees do not now come within our purview. The status of the North East Frontier Agency was converted into that of a Union territory along with the formation of the new Union territory of Mizoram in January 1972.

2. We have reviewed the position regarding the pattern of pay scales prevailing in the various Union territories from time to time. In 1951, when these territories were Part 'C' States, the principle adopted was to establish a linkage with a neighbouring Part 'A' State, on the ground that the living and working conditions were comparable and these areas were expected in due course to be merged with the neighbouring Part 'A' States. This policy, which was also endorsed by the Second Pay Commission, held ground till the end of 1968, after which the matter was reviewed by the Central Government on several occasions. In May, 1970, the Administrators of the Union territories were informed of the following decisions:

- (i) Union territories of Delhi, Goa, Daman and Diu and Andamans and Nicobar Islands and Laccadive, Minicoy and Amindivi Islands will continue to remain on the Central pattern.
- (ii) Union territories of Pondicherry, Tripura and Manipur and NEFA will be given the option to be governed wholly by the pattern of pay and allowances either of the Centre or of the 'linked' State. This option, once exercised, will remain in force till the recommendations of the 3rd Pay Commission are implemented.
- (iii) The non-Secretariat employees of Himachal Pradesh and the employees of Chandigarh will get the revised Punjab pay and allowances with effect from 1-2-1968. The Secretariat staff of Himachal Pradesh will continue on the Central pattern as at present.
- (iv) The employees of Dadra and Nagar Haveli will be given the benefit of the revised Gujarat pattern from 1-6-1967 and will be

given the option to have the Central pattern with effect from 6-3-1970.

- (v) In respect of those who opt for scales of pay of the 'linked' State or the Central pattern and whose total emoluments (*i.e.*, pay, dearness pay, dearness allowance and other compensatory allowances) suffer a drop on the fixation of pay and allowances in the new scales, the difference will be made good in the shape of personal allowance which would be absorbed in future increase of emoluments.
- (vi) Employees of the Union territories who have been in receipt of allowances for which there is no parallel in the Central pattern and which are not based on the pattern available in the 'linked' States, *viz.*, the *ad hoc* allowance in the hill areas of Manipur, Inner Line Special Pay in NEFA and other remote locality allowances in Himachal Pradesh, will continue to get these allowances irrespective of the option exercised by them.

3. Pursuant to the above decisions, the former UTs of Manipur and Tripura and the NEFA opted for linkage with the neighbouring State and the rest opted for the Central pattern. With the grant of Statehood to some Union territories and the formation of two new Union territories, the present position is as follows:

- (i) UT employees of Delhi, Goa, Daman & Diu; Pondicherry; Dadra and Nagar Haveli; Andaman and Nicobar Islands and the Laccadive, Minicoy and Amindivi Islands are on the Central pattern of pay and allowances.
- (ii) UT employees of Chandigarh are on the Punjab pattern of pay and allowances and those of Arunachal Pradesh and Mizoram, on the Assam pattern.

4. On the basic question whether in the matter of pay and allowances, the UT employees should be on the Central pattern or on the pattern of a neighbouring State, the views of the majority of our witnesses favour the adoption of the Central pattern. Some witnesses, however, have highlighted the fact that there are several categories of field posts in the Union territories which do not exist in any department of the Central Government and it might be more appropriate to take the special local factors into account and devise pay scales for such posts in the light of the accepted general principles. We feel that as regards the Union territories, which are already following the Central pattern of pay and allowances, there is no valid reason for changing the existing

arrangement. The issue therefore, has relevance only in respect of the employees of Chandigarh, Arunachal Pradesh and Mizoram.

5. In the case of Chandigarh, the majority of the present employees were earlier in the service of the former Government of undivided Punjab. Further, a number of posts in the Chandigarh Administration are held by the officers of the present Governments of Haryana and Punjab, on deputation terms. In terms of the provisions of rule 2 of the Conditions of Service of Union Territory of Chandigarh Employees' Rules, 1966 all these persons are entitled to the same pay and allowances as admissible to the corresponding categories of employees of the Government of Punjab. Finally, in terms of the Award announced by the Prime Minister in January, 1970, Chandigarh will cease to be a Union territory in less than two years from now. We have not received any demands from the unions representing the employees of the Chandigarh Administration for a change in the existing arrangement. In these circumstances it would be best to allow the present linkage with Punjab scales of pay and allowances to continue.

6. In the case of employees of the Mizoram Administration, rule 3 of the Conditions of Service of the Union Territory of Mizoram Employees' Rules, 1972, provides a linkage with the pay and allowances sanctioned by the Government of Assam. A similar provision in respect of the employees of the Arunachal Pradesh Administration dates back to 1953 when the Administration had Agency status. We have considered the advantages and disadvantages of extending the Central pattern of pay and allowances to the employees of these two territories and the administrative consequences likely to ensue. The main point in favour of extending the Central pattern to Arunachal Pradesh and Mizoram employees is that being employees of the Union Government, their pay and allowances should be determined by the Government of India without having to follow the decisions taken by a State Government. On the other hand, the living and working conditions of the employees in these territories are, by and large, the same as those of the employees of the Government of Assam. Furthermore, in the matter of pay and allowances, the employees serving in these areas have never been linked in the past with the Central pattern and retaining the existing linkage with the Assam pattern would have the advantage of continuity.

7. Our analysis shows that the organisational structure in the departments and offices of the Administrations of Mizoram and Arunachal Pradesh is substantially different from the pattern under the Central Government and in the other Union territories. It would, therefore, follow that the introduction of the pay scales recommended by us for the Union Territories generally would require substantial restructuring of the existing grades in these two Administrations, if the pay scales are to match the duties and responsibilities of the posts. In our view, the

pay scales have to reflect the organisational structure and not *vice versa*.

8. Prior to the formation of Arunachal Pradesh into a Union territory, certain associations of NEFA employees expressed the view that the Central scales of pay should be extended to them, but with the stipulation that the scales should in no case be lower than the Assam scales of pay. The Administration has expressed its preference for linkage with the Assam scales of pay and allowances. In the case of Mizoram, we have not received any memorandum from the employees after the formation of this area into a Union territory in February, 1972, but in its official communication sent to us in June, 1972, the Mizoram Administration has clarified that it "would like to reserve the right to opt for Assam pay scales with the allowances admissible in Mizoram or for Central pay scales whichever may be more advantageous". A meaningful comparison of the Central pay scales with those of the Assam Government has become more complicated, if not impossible, owing to the fact that the latter scales too are likely to be reviewed in the near future in the light of the report of the Pay Commission appointed by the Government of Assam in August, 1971.

9. In view of the above, we feel that it would not be worthwhile for us to make recommendations regarding the pay and allowances for the employees of the Arunachal Pradesh and Mizoram Administrations. If the employees and the Administrations concerned express a preference for Central Pay scales, after the pay scales in the other Union territories and the Assam pay scales have been revised, the matter can be reconsidered and entrusted to a departmental committee comprising representatives of the Ministry of Home Affairs, the Ministry of Finance and the Administrations concerned. It would be possible for such a committee to review the whole position and suggest for the posts in Mizoram and Arunachal Pradesh, the application of one or other of the standard scales of pay, introduced in our recommendations, or their segments. This committee could examine the organisational structure, and relate it to the pay scales it recommends, or even suggest organisational changes, if it considers it necessary to do so, so that the posts are remunerated equitably according to the criteria we have adopted.

10. The total number of posts in the Administrations of all the Union territories, except Arunachal Pradesh, Chandigarh and Mizoram, is indicated in the table below:

Class	TABLE*						
	Sanctioned posts in different UTs**						
	Delhi	Goa	Pond	ANI	LMA	DNH	Total
I	917	267	90	75	16	4	1,369
II	3,378	571	507	203	50	23	4,732
III	24,709	10,438	5,794	4,208	742	713	46,604
IV	18,592	5,048	3,326	6,073	480	359	33,788
TOTAL	47,596	16,324	9,627	10,559	1,288	1,099	86,493

*The data contained in this table relate to 31-3-1970.

**In the tables, we have used the following abbreviations: Goa-Goa, Daman & Diu; Pond-Pondicherry; ANI-Andaman & Nicobar Islands; LMA-Laccadive, Minicoy and Amindivi Islands; and DNH-Dadra & Nagar Haveli.

Our general approach in recommending the scales for these employees is that for those posts which are also to be found generally in the Departments of the Central Government, the appropriate Central scales of pay recommended by us can be straightway extended. For such of the remaining posts, as are peculiar but common to all the UT Administrations, we have after a broad assessment recommended common scales of pay. It is only in respect of the posts which are peculiar to a particular UT that we have found it necessary to suggest special scales of pay after taking into account duties and responsibilities attached to such posts. Where we have recommended a scheme of revised scales in broad terms for replacing the existing scales of pay, our recommendations should be taken as illustrative requiring some further examination before their application. This does not apply, however, in cases where we have made specific recommendations in regard to any post or category of posts.

Class IV Staff

11. The table below give the scale-wise distribution of Class IV staff (excluding workshop and artisan staff) in the different Union territories:

TABLE II

Scales of pay	Delhi	Goa	Pond	ANI	LMA	DNH	Total
Rs.							
95-3-110	—	11	—	—	—	—	11
85-2-95-3-110	23	31	10	81	—	3	148
80-5-110	1	—	—	—	—	—	1
80-1-85-2-95-3-110	222	101	32	24	1	15	395
80-1-85-2-95	—	5	—	15	13	—	33
75-1-95-3-110	—	—	—	17	—	—	17
75-1-85-2-95	526	404	205	660	16	11	1,912
75-1-85	—	5	—	—	—	—	5
70-1-85	6,125	2,470	1,486	28,28	233	191	13,333
TOTAL	6,897	3,027	1,823	3,625	263	220	15,855

12. We have recommended the following scales of pay for the common categories of Class IV staff in Central Government offices generally :

Peons, mazdoors/lascars, sweepers, chowkidars, watermen, malis, farashes cleaners, helpers . . . Rs. 185-220

Daftries, jamadars, cooks, barbers, dhobis, head malis, head chowkidars, head sweepers, head peons, khalasis . . . Rs. 190-240

Gestetner operators, record sorters, record keepers, selection grade daftries/jamadars . . . Rs. 200-260

13. In conformity with the above pattern, we find that all Class IV posts in the Union territories, excluding the workshop staff and the artisans, can be accommodated on the three scales proposed by us. Broadly, posts on Rs. 70-85 and Rs. 75-85 can be given the scale of Rs. 185-220, posts on Rs. 75-95

and Rs. 80-95 the scale of Rs. 190-240, and posts on the remaining scales of pay given in Table II the scale of Rs. 200-260. The placement of the various Class IV posts in the three scales proposed by us should not, however, be done in a mechanical way. The various Class IV post should be divided between the scale of Rs. 185-220 and Rs. 190-240 taking note of the nature of work as broadly indicated by us for the more representative categories of Class IV staff in the case of Central Departments. The scale of Rs. 200-260 should become available to the Class IV staff, ordinarily by promotion.

OFFICE AND ALLIED STAFF

Clerical Staff

14. The table below shows the total number of non-supervisory clerical posts in different scales of pay in the various Union territories:

TABLE III

Scales of pay	Delhi	Goa	Pond	ANI	LMA	DNH	Total
Rs.							
210-10-290-15-425	202	43	51	—	—	—	296
130-5-160-8-280-10-300	1,472	667	263	290	41	13	2,746
150-5-175-6-205-7-240	3	—	—	21	—	—	24
110-3-131-4-175-5-180	2,606	1,220	482	644	97	77	5,126
TOTAL	4,283	1,930	796	955	138	90	8,192

15. Posts in the scale of Rs. 150-240 (the scale prescribed for selection grade LDCs) are to be found only in the A&N Islands and Delhi. There does not appear to be any real need for continuing clerical posts at this level and we recommend that all these posts, 21 in the A&N Islands and 3 in Delhi, should be converted into posts of UDCs if justified by work content; otherwise they should be added to the strength of LDCs. For posts in the grades of Rs. 110-180 and Rs. 130-300, we recommend the scales of Rs. 260-400 and Rs. 330-560 respectively.

16. Posts in the scale of Rs. 210-425 are held by dealing hands at the Administration headquarters. These are filled by the promotion of UDCs. We recommend for these posts the scale of Rs. 425-700. We notice that in the Island Union territories the clerical staff do not have any post in this scale which means that the dealing hands in the Administration headquarters of these two UTs are in the grade of UDC. We suggest that the position should be reviewed in order to identify such posts in the headquarters of the Island UT Administrations as are comparable to posts on the scale of Rs. 210-425 in the other UTs and we recommend that such posts should be placed on the corresponding scale.

Clerical supervisors

17. The scale-wise distribution of the posts of clerical supervisor in the different UTs is as under:

TABLE IV

Scales of pay	Delhi	Goa	Pond	ANI	NLA	DNH	Total
Rs.							
350-25-575	92	23	18	—	—	—	133
350-20-450-25-575	—	—	1	1	—	—	2
350-20-450-25-475	1	48	—	15	—	—	64
325-15-475	—	—	—	1	—	—	1
270-15-435	—	—	30	—	—	—	30
210-10-290-15-425	216	—	1	—	—	—	217
250-10-290-15-380	—	—	—	—	2	—	2
210-10-290-15-380	7	106	1	46	1	—	161
210-10-290-15-320	—	—	—	—	3	—	3
170-10-290-15-320	3	—	—	—	—	—	3
180-5-200-10-300	—	—	1	—	—	—	1
130-5-160-8-280-10-300	1	—	8	—	—	4	13
	(with S.P. of Rs. 20/-)						
TOTAL	320	177	60	63	6	4	630

18. In keeping with the scales proposed by us for clerical supervisory staff in the non-Secretariat organisations of the Central Government, we suggest the following pay scales:

Existing scales	Proposed scales
Rs.	Rs.
350-25-575	550-900
350-20-450-25-575	
350-475	550-750
325-475	
270-435	425-700
250-380	
210-425	
210-380	
210-320	425-600
180-300	
170-320	

Posts on Rs. 130-300 in some UTs have been shown as carrying supervisory responsibilities in a few cases. In Dadra and Nagar Haveli, there is no post of clerical supervisor on a scale higher than Rs. 130-300. We suggest a review of the present position and recommend that where any such post carries definite supervisory responsibilities over clerical staff including UDCs, it should be allowed the scale of Rs. 425-600.

Stenographers/Stenotypists

19. The table below gives the distribution of posts of stenographer and stenotypist in the different Union territories:

TABLE V

Scales of pay	Delhi	Goa	Pond	ANI	LMA	DNH	Total
Rs.							
350-25-575	8	10	10	—	—	—	28
210-10-270-15-450-20-530	5	—	—	—	—	—	5
220-10-290-15-470	—	—	1	—	—	—	1
270-15-435	—	—	1	—	—	—	1
210-10-290-15-425	24	14	13	1	—	1	53
210-10-290-15-380	—	1	—	—	—	—	—
130-5-160-8-280-10-300	387	78	39	52	9	1	566
168-8-240	—	—	1	—	—	—	1
110-3-131-4-175-5-180 (with special pay of Rs. 20/-)	185	6	—	—	—	—	191
TOTAL	609	109	65	53	9	2	847

20. The posts shown on the scale of Rs. 350-25-575 include posts of Reporter—7 in Delhi, 5 in Goa, and 3 in Pondicherry. The remaining posts on this scale are those of Personal Assistants to Ministers (9) Confidential Assistant/Private Secretary to Lt. Governors (2), Confidential Assistant (1) and Personal Assistant to Deputy Commissioner Delhi (1). All these posts of Reporter and those of Private Secretary/Confidential Assistant on Rs. 350-575 should be given the scale of Rs. 650-960 recommended by us for corresponding posts in the Subordinate offices of the Central Government. In the A&N Islands, there is no post above the level of Rs. 210-425 which has been provided for the Personal Assistant to Chief Commissioner. Considering that comparable posts in other UTs are in the scale of Rs. 350-25-575, we recommend that the post of Personal Assistant to Chief Commissioner should also be on the scale of Rs. 650-960.

21. In most UTs, posts at the next level are in the scale of Rs. 210-425 with Delhi having 5 posts on Rs. 210-530 and Goa 1 post on Rs. 210-380. It is only in Pondicherry that one post each is borne on the odd scales of Rs. 270-435 and Rs. 220-470. We recommend for both the posts in Pondicherry the scale of Rs. 550-750. The 5 posts on Rs. 210-530 in Delhi are filled by promotion of stenographers in the scale of Rs. 210-425. These may also be placed on the scale of Rs. 550-750. The posts on Rs. 210-425 as also the one post of Junior Reporter (Marathi) in Goa on Rs. 210-380 should be given the scale of Rs. 425-700.

22. The A & N Islands Administration has referred to the poor promotion prospects of stenographers in the Administration and suggested that a selection grade should be provided for the stenographers on the scale of Rs. 130-300. We feel that some posts of stenographer attached to senior officers in the Administration like Chief Secretary, Secretaries and Heads of Departments should be allowed the scale of Rs. 425-700 after which there will be no need for providing a selection grade at this level. All the remaining posts shown in Table V above should be placed on the scale of Rs. 330-560 without any special pay.

Library Staff

23. The table below gives details of posts of librarian and allied staff in the different Union territories:

TABLE VI

Scales of pay	Delhi	Goa	Pond	ANI	LMA	Total
Rs.						
350-25-500-30-800-35-900	—	—	1	—	—	1
350-25-575	3	—	—	—	—	3
220-10-290-15-470	—	—	1	—	—	1
210-10-290-15-425	6	6	—	—	—	12
190-10-290-15-425	3	—	—	—	—	3
150-10-250-10-290-15-380	2	—	—	—	—	2
210-10-290-15-320	1	—	5	—	—	6
150-10-290-15-320	10	1	4	10	1	26
135-5-160-8-200-10-290-15-320	4	—	—	—	—	4
130-5-160-8-280-10-300	3	3	2	—	—	8
118-4-170-5-225	—	2	—	—	—	2
130-5-175-6-205-7-212	3	—	—	—	—	3
110-3-131-4-175-5-180	—	2	33	—	—	35
Total	35	14	46	10	1	106

24. In keeping with the scales proposed by us for library staff employed in the Departments of the Central Government, we propose the following pay scales:

Existing scales	Proposed scales
Rs.	Rs.
350-900	650-1200
350-575	550-900
220-470	425-700
210-425	
190-425	
210-320	380-640 for Degree holders with Diploma in Library Science, 330-560 for the rest.
150-380	
150-320	
135-320	
130-300	330-560 for existing incumbents; in future this scale be given to promotees from Rs. 110-200 or Rs. 110-180; Rs. 260-430 for directly recruited Certificate holders.
130-212	260-430 to Certificate holders and Rs. 260-400 to others.
118-225	
110-180	

Telephone Operators

25. Posts of Telephone Operator in Delhi (4 posts) and Goa (14 posts) are on the scale of Rs. 110-180; in Pondicherry, two posts are on the scale of Rs. 110-131 and four on the scale of Rs. 85-110. Considering that these posts in Pondicherry are also filled by persons having matriculate qualifications, we recommend that all these posts of Telephone Operator should be given the scale of Rs. 260-400. We would repeat here the suggestion which we have made earlier that the telephone operators should preferably belong to the clerical cadres.

Accounts staff

26. At the level of Accounts Officer, the practice in most Union territories is to take officers on deputation from one of the Central Accounts Departments. These posts carry the standard scale of Rs. 590-30-830-35-900 and should, therefore, be given the scale that we have recommended for Accounts Officers, viz., Rs. 840-1200. The position is different in the case of Pondicherry where Accounts Officers' posts are on two scales of pay; 3 posts on Rs. 375-25-500-30-650 and 4 on the standard Class II scale of Rs. 350-900. We recommend that these two scales should be replaced by the scale of Rs. 650-960 and Rs. 650-1200, respectively. One post of Accounts Officer in Goa on Rs. 350-25-500-30-800 should also be given the scale of Rs. 650-1200. The distribution of remaining posts in this category in the various Union territories is given in the table below:

TABLE VII

Scales of pay	Delhi	Goa	Pond	ANI	LMA	DNH	Total
Rs.							
350-25-575	1	35	—	—	—	—	36
350-20-450-25-575	—	2	—	—	—	—	2
270-15-435-20-575	60	1	4	2	2	1	70
325-15-475	2	2	—	1	—	—	5
180-10-290-15-440	10	4	—	1	1	—	16
270-15-435	—	—	14	—	—	—	14
230-10-290-15-425	—	—	—	1	—	—	1
210-10-290-15-425	24	3	—	—	1	—	28
250-10-290-15-380	—	11	—	—	—	—	11
210-10-290-15-380	—	68	—	—	—	1	69
200-10-290-15-380	—	—	—	8	—	—	8
180-10-290-15-380	1	—	—	—	—	—	1
210-10-290-15-320	1	5	—	—	—	4	10
168-8-280-10-300	—	9	—	—	—	—	9
130-5-160-8-280-10-300	21	212	5	—	3	8	249
110-3-131-4-175-5-180	70	24	—	—	1	—	95
110-3-131	—	—	27	—	—	—	27
TOTAL	190	376	50	13	8	14	651

27. Posts on the above scales can be easily fitted into the revised scales suggested by us for the accounts staff serving in the Central Departments along the lines indicated below:

Existing scales	Total No. of posts	Proposed scales
Rs.		
350-25-575	36	} 550-900
350-20-450-25-575	2	
325-15-475	5	550-750
270-15-435-20-575	70	500-900
180-10-290-15-440	16	425-750
270-15-435	14	} 425-700
250-10-290-15-380	11	
230-10-290-15-425	1	
210-10-290-15-425	28	
210-10-290-15-380	69	} 425-640
200-10-290-15-380	8	
180-10-290-15-380	1	
210-10-290-15-320	10	
168-8-280-10-300	9	} 330-560
130-5-160-8-280-10-300	249	
110-3-131-4-175-5-180	95	260-400

There are 27 posts of Bill Collector in the Electricity Department of Pondicherry Administration in the scale of Rs. 110-3-131. The posts are filled by direct recruitment of Matriculates, and their duties involve collection of revenue. We recommend that these posts should be allowed the scale of Rs. 260-400.

Storekeeping staff

28. The table below shows the distribution of posts of storekeeping staff in the different UTs:

TABLE VIII

Scales of pay	Delhi	Goa	Pond	ANI	LMA	Total
Rs.						
375-25-500-30-650	2	—	2	—	—	4
350-25-575	1	—	—	—	—	1
210-10-290-15-380	6	6	1	—	—	13
150-10-290-15-380	—	—	—	1	—	1
200-10-290-15-365	1	—	—	—	—	1
168-8-280-10-300	—	3	—	—	—	3
130-5-160-8-280-10-300	10	18	8	7	3	46
110-3-131-4-175-5-180	17	52	29	6	10	114
125-5-175	—	—	1	—	—	1
125-3-131-4-155	—	—	—	1	—	1
TOTAL	37	79	41	15	13	185

29. Keeping in view the revised scales of pay suggested by us for the storekeepers in the Central Departments, we recommend for these posts in the UTs the following scales of pay:

Existing scales	Proposed scales
Rs.	Rs.
375-650	650-960
350-575	550-900
210-380 } 200-365 } 150-380 }	425-640
168-300 } 130-300 }	330-560
125-175 } 125-155 } 110-180 }	260-400

Drivers

30. The position about the posts of Motor Vehicle Driver in the UTs is as under:

TABLE IX

Scales of pay	Delhi	Goa	Pond	ANI	DNH	Total
Rs.						
150-5-175-6-205-7-240	—	—	—	1	—	1
110-3-131-4-175-5-180	84	75	7	—	—	166
110-3-131-4-155	—	—	—	85	—	85
110-3-131-4-139	105	232	47	46	1	431
Total	189	307	54	132	1	683

31. We recommend that the post of Chief Driver in A & N Islands may be given the scale of Rs. 330-480. The drivers of heavy vehicles, etc., on the scale of Rs. 110-180 be given the scale of Rs. 260-400 and the remaining posts of driver in the scales of Rs. 110-155 and Rs. 110-139, should be given the scale of Rs. 260-350. We find that under A & N Administration there are no posts of driver either in the scale of Rs. 110-180 or Rs. 150-180. We recommend that either 10% of the posts in the scales of Rs. 110-155 and Rs. 110-139 be placed in the Selection Grade of Rs. 320-400 or, if it is possible to segregate the drivers of heavy vehicle, then such posts be placed in the scale of Rs. 260-400. In the case of the post of Film-Operator-cum-Van Driver in the Labour Department in Delhi Administration (Scale: Rs. 110-139), the prescribed qualification is Matriculation with licences in driving and in operation of cinema projectors. For this post, we recommend the scale of Rs. 260-400

32. We may also dispose of here the posts of Tractor and Engine Driver distributed in the various UTs as under:

TABLE X

Scale of pay	Delhi	Goa	Pond	ANI	DNH	Total
Rs.						
150-5-175-6-205-7-240	—	—	—	6	—	6
110-3-131-4-175-5-180	2	54	11	—	4	71
140-5-175	—	—	—	13	—	13
125-3-131-4-155	—	—	—	24	—	24
110-3-131	—	—	—	3	—	3
81 2-95-3-110	—	33	—	23	—	56
TOTAL	2	87	11	69	4	173

For these posts, we suggest the following revised scales:

	Existing scales	Proposed scales
	Rs.	Rs.
Chief Engine Driver	150-240	330-480
Tractor Driver 'A'	140-175 125-155	320-400
Driver, Heavy Vehicles	110-180	260-440
Tractor Driver 'B'	110-131	260-350
Bulldozer/Tractor Assistant	85-110	200-280

Economists and Statisticians

33. The table below gives the distribution of posts carrying economic and/or statistical functions in the different Union territories:

TABLE XI

Scales of pay	Delhi	Goa	Pond	ANI	DNH	Total
Rs.						
900-40-1100-50/2-1250	—	1	—	—	—	1
700-40-1100-50/2-1250	1	—	—	—	—	1
700-40-1100	1	—	—	—	—	1
400-400-450-30-600-35-950	2	1	1	—	—	4
350-25-500-30-830-35-900	1	3	—	—	—	4
350-25-500-30-800	5	3	2	—	—	10
325-25-500-30-800	—	1	—	—	—	1
530-30-650	—	1	—	—	—	1
375-25-500-30-650	—	1	—	—	—	1
325-15-475-20-575	6	6	1	1	—	14
210-10-290-15-425	15	39	20	9	1	84
210-10-290-15-380	6	—	—	—	—	6
210-10-290-15-320	39	—	—	—	—	39
168-8-280-10-300	27	—	—	—	1	28
150-5-160-8-280-10-300	—	58	—	—	—	58
130-5-160-8-200-10-300	51	—	3	2	1	57
150-5-175-6-205-7-240	—	12	—	—	—	12
110-3-131-4-175-5-180	4	25	22	—	—	51
TOTAL	158	151	49	12	3	373

34. The scale of Rs. 900-40-1100-50/2-1250 relates to the post of Evaluation Officer in Goa. While the post of Director, Bureau of Economics & Statistics in Delhi is in the scale of Rs. 700-40-1100-50/2-1250, the post of Evaluation Officer (Plan) in Delhi is on the scale of Rs. 700-40-1100. For all these posts we recommend the scale of Rs. 1050-1600. The remaining 4 Class I posts in Delhi, Goa and Pondicherry are borne on the standard Class I junior scale and should be placed on the revised scale of Rs. 700-1300.

35. The posts in Class II and Class III should be placed on the following revised scales:

Existing scales	Proposed scales
Rs.	Rs.
350-900 350-800 325-800	650-1200
530-650 375-650	650-960
325-575	550-900
210-425 210-380 210-320	425-700
168-300 150-300 150-240 130-300	330-560
110-180	260-400

The above recommendation would involve a merger of 2 scales applying to Statistical Assistants in Delhi viz., Rs. 210-320 and Rs. 210-380. We feel that this merger would be justified considering that post graduate qualification is required for direct recruitment to the grade of Rs. 210-320 and the posts on Rs. 210-380 are filled by promotion from among persons on the scale of Rs. 210-320.

Workshop and Artisan staff

36. An unduly large number of scales are prevalent for persons falling in the workshop and artisan categories in the various Union territories. The UT-wise position is given in the table below:

TABLE XII

Scales of pay	Delhi	Goa	Pond	ANI	LMA	DNH	Total
Rs.							
210-10-290-15-425	1	1	—	—	—	—	2
220-10-280-15-400	5	—	—	—	—	—	5
210-10-290-15-380	1	—	—	—	—	—	1

TABLE XII—(contd.)

Scales of pay	Delhi	Goa	Pond	ANI	LMA	DNH	Total
Rs.							
150-10-290-15-380	28	1	—	14	—	—	43
150-5-160-8-280-10-300	1	—	—	—	1	—	2
130-5-160-8-280-10-300	51	2	—	—	—	—	53
125-5-160-8-200-10-300	24	—	—	—	—	—	24
205-7-240-8-280	—	—	—	1	—	—	1
180-180-205-7-240-8-280	—	2	—	—	—	—	2
175-6-205-7-240-8-280	—	—	—	—	5	—	5
130-5-160-8-256	6	—	—	—	—	—	6
175-6-205-7-240	1	40	—	—	—	—	41
150-5-175-6-205-7-240	1	10	—	13	1	—	25
130-5-175-6-205-7-212	—	5	—	11	—	—	16
150-5-175-6-205	1	5	—	—	2	1	9
130-5-175-6-205	1	3	—	—	—	—	4
110-4-170-5-200	—	—	12	4	—	—	16
110-4-150-5-200	2	—	—	—	—	—	2
80-5-140-6-200	2	—	—	—	—	—	2
125-3-131-4-175-5-180	35	7	—	—	—	—	42
110-3-131-4-175-5-180	18	9	4	47	1	—	79
140-5-175	—	2	—	19	—	—	21
130-5-175	—	—	2	—	—	—	2
125-3-131-4-155	47	94	82	183	—	—	406
110-3-131-4-155	40	4	25	16	12	—	97
125-3-140-5-150	—	—	1	—	—	—	1
110-3-131-4-143	—	1	—	—	—	—	1
110-3-131-4-139	4	4	2	—	—	—	10
110-3-131	28	177	121	143	15	9	493
100-3-130	1	—	—	1	—	2	4
85-2-95-3-128	—	43	11	—	—	—	54
110-3-125	4	1	—	—	—	—	5
100-5-120	—	—	2	—	—	—	2
85-2-95-3-110	44	95	55	305	28	2	529
85-1-95-3-110	—	—	38	—	—	—	38
80-5-110	1	—	—	—	—	—	1
80-1-85-2-95-3-110	—	27	32	95	—	—	154
75-2-95	—	1	—	—	—	—	1
75-1-85-2-95	125	16	314	468	18	—	941
70-1-85	19	70	25	59	35	8	216
TOTAL :	491	620	726	1379	118	22	3356

37. The scales of Rs. 210-425 and Rs. 220-400 have been provided for certain Master Craftsmen/Mechanics in small workshops whose duties also involve guiding and training the staff. We recommend for these posts the scale of Rs. 425-700. The remaining posts in this group can be accommodated in the scales that we have recommended for the workshop staff generally. Broadly, the existing posts can be brought over to the revised scales of pay suggested by us in the following manner:

Existing scales	Proposed scales
Rs.	Rs.
70-85	185-220
70-95	200-280
80-110	
85-110	
85-128	
110-125	260-350
110-131	
110-139	
110-143	
110-155	
125-150	
125-155	260-400
110-180	
110-200	
125-180	
130-175	320-400
140-175	
130-205	
130-212	330-480
150-205	
130-256	
125-300	380-560
130-300	
150-240	
150-300	
175-240	
175-280	
180-280	
205-280	
150-380	Rs. 425-640 if qualified to hold Master Craftsman Grade on personal basis or holding a supervisory post, otherwise Rs. 380-560.
210-380	

38. Persons on the scale of Rs. 75-95 should not be allowed to cross the efficiency bar provided in the semi-skilled scale of Rs. 200-280 till such time as they have passed the prescribed trade test. Jobs on the scale of Rs. 85-128 should be analysed to ascertain whether these would not qualify for inclusion in the lower-skilled grade of Rs. 260-350. We have not suggested any scale for posts on the scale of Rs. 100-130 and Rs. 100-120; depending upon the nature of work, these jobs should be given the scale of Rs. 200-280 or the scale of Rs. 260-350 that we have suggested. Jobs on the scale of Rs. 125-150 and Rs. 125-155 should also be evaluated, because in some cases it might be justified to place them on the

scales we have suggested for the upper-skilled scale of Rs. 320-400.

Technical Supervisors

39. The number of posts of technical supervisor in the various UTs and their pay scales are given in the following table:—

TABLE XIII

Scales of pay	Delhi	Goa	Pond	ANI	LMA	DNH	Total
Rs.							
270-15-435-20-575	—	—	1	—	—	—	1
350-25-550	—	2	—	—	—	—	2
320-15-530	3	—	—	—	—	—	3
250-10-300-15-450-25/2-500	3	—	—	—	—	—	3
335-15-485	—	1	—	—	—	—	1
325-15-475	—	—	—	1	—	—	1
250-10-290-15-470	10	1	—	—	—	—	11
335-15-425	—	—	—	1	—	—	1
210-10-290-15-425	2	—	—	3	—	—	5
250-10-290-15-380	2	11	—	—	—	—	13
200-10-290-15-380	—	1	—	1	—	—	2
180-10-290-15-380	—	2	3	13	—	—	18
150-10-290-15-380	—	—	2	—	—	—	2
210-10-290-15-320	—	—	—	1	1	—	2
200-10-290-15-320	—	—	—	—	1	—	1
175-6-205-7-240-8-280-10-320	—	4	—	—	—	—	4
168-8-280-10-300	1	—	1	—	1	—	3
160-8-280-10-300	—	—	—	—	—	2	2
205-7-240-8-280	7	—	—	—	—	—	7
150-5-160-8-280	—	—	1	—	—	—	1
205-7-240	—	1	—	—	—	—	1
175-6-205-7-240	—	4	—	—	1	—	5
120-7-50-240	1	—	—	—	—	—	1
TOTAL :	29	27	8	20	4	2	90

40. In the chapter* dealing with this category of posts in the Central Departments we have suggested for the first three supervisory levels the scales of Rs. 380-560, Rs. 425-700 and Rs. 550-900. For posts in the UTs, we find that it would be sufficient generally to use these three scales. It might, however, be necessary also to allow a few other scales of pay viz., Rs. 425-640, Rs. 470-750, or Rs. 550-900, considering the small number of such posts and the much smaller scale of operations of most of the workshops in the UTs as compared to the workshops in such departments as Railways, P&T and Defence. In broad terms, the following revised scales of pay should be allowed for these posts in the UTs:

Existing scales	Proposed scales
Rs.	Rs.
120-240 168-300 175-240 175-320 200-320 205-240 205-280	380-560
150-380 180-380 200-380 210-320 210-425 250-380	
250-470 325-475 335-425 335-485 260-500 270-575 320-530	
	425-640 or 425-700
	470-750 or 550-750 or 550-900

41. The 2 posts on Rs. 350-25-550 are of Foreman (Machine Shop) and Foreman (Auto Shop) in Goa and these posts are filled by direct recruitment for which the prescribed qualifications are Degree or Diploma in Engineering with 3 years' experience. We recommend for these posts the scale of Rs. 550-900.

Teaching staff

42. The bulk of the posts of teaching staff in Delhi have already** been covered as a common category. The pattern of pay scales obtaining in Delhi applies with some exceptions, to the other Union territories also and our recommendations in respect of teaching posts under the Delhi Administration should be applied to the corresponding posts in the other Union territories also. We discuss in this section only those teaching posts for which specific recommendations appear to be called for.

43. In the case of post-graduate teachers, we find that in Pondicherry 67 posts have been shown on the scale of Rs. 325-15-475-20-575 which is different from the new scale prescribed for the Delhi

*Chapter 19.

**Chapter 20.

teachers and we recommend that the posts of post-graduate teacher in Pondicherry should be given the scale recommended by us for corresponding posts under the Delhi Administration.

44. Five posts of Headmaster of primary schools in Dadra and Nagar Haveli are on an odd pay scale of Rs. 160-8-240-10-270-15-300. These posts are, at present, filled by the promotion of Primary School Teachers possessing Primary School Certificate or Senior School Certificate with Junior Physical Training Certificate or Senior Physical Training Certificate, as also of experienced craft teachers. We see no reason for not extending to these posts the revised scales of pay allowed for the posts of Headmaster of primary school in the other Union territories insofar as trained Headmasters are concerned. We recommend that the actual position should be examined and these posts should be given the scale of Rs. 425-640 if held by trained personnel. Otherwise, the scale of Rs. 330-560 may be allowed.

45. In the case of assistant teachers in primary schools, we have already* covered the posts which are today on the recently-revised scale of Rs. 165-350 (with a selection grade of Rs. 340-400). We find that 304 posts in Dadra and Nagar Haveli are still on the scale of Rs. 118-4-150-5-160-8-240-10-270. We recommend that these posts should be placed on the

scale of Rs. 280-560 if held by trained matriculates, and Rs. 330-560 if they have passed the Higher Secondary examination and are trained. Another 24 posts in Delhi in the nursery schools and basic training schools run by the Department of Social Welfare are on the scale of Rs. 118-4-170-5-225. These teachers have represented that they have not been given the benefit of the revised scales even though they are matriculates and trained teachers as required in the qualifications prescribed. We recommend for these posts also the scale of Rs. 280-560 if trained matriculates, and Rs. 330-560 if they have passed the Higher Secondary examination and are trained. They should also be provided the selection grade available to trained teachers at this level in the primary schools. For posts in the lower grades, we suggest the following revised scales of pay :

Existing scales	No. of posts	Proposed scales
Rs.		Rs.
100-3-142	14 in A&N Islands	260-350
80-110	9 in Pondicherry	200-280
	1 in A&N Islands.	

46. A number of posts of teacher in various subjects like physical training, domestic science, craft and drawing, language and dance and music are borne on common scales of pay in the various Union territories. The distribution of such posts is given in the table below :

TABLE XIV

Scales of pay	Physical Training Instructors	Domestic Science Teachers	Craft Teachers	Dance and Music Teachers	Drawing Teachers	Language Teachers	Total
Rs.							
275-10-295-15-490-20-550	—	—	—	—	4	—	4
S.G. 550-30-700	315	133	19	91	422	1,248	2,228
250-20-450-25-550	—	(No SG)	—	(No SG)	—	—	—
S.G. 550-30-700	—	—	—	—	4	—	4
350-25-650	—	—	108	—	—	—	108
260-10-300-15-450-25-500	6	—	—	—	3	—	9
220-10-280-15-400-20-500	3	—	—	—	—	—	3
250-10-290-15-470	134	277	67	—	9	14	501
220-15-310-20-430	—	(No SG)	—	—	—	—	—
S.G. 400-25-500	—	—	6	—	—	—	6
210-10-290-15-470	1	—	—	—	—	—	1
250-10-290-15-425	—	—	250	—	27	—	277
220-10-280-15-400	112	—	61	30	26	34	263
165-10-215-15-350	—	—	(No SG)	(No SG)	—	—	—
S.G. 340-20-400	—	—	7	—	—	—	7
210-10-290-15-380	—	—	—	—	1	—	1
180-10-290-15-380	—	—	—	—	2	—	2
140-5-160-8-240-10-300-15-330	2	—	2	—	—	—	4
160-8-256-8-280-10-300	12	1	59	—	4	—	76
130-5-160-8-280-10-300	—	—	4	—	—	—	4
180-180-205-7-240-8-280	—	—	4	—	—	—	4
130-5-160-8-280	1	—	2	—	—	—	3
118-4-150-5-160-8-240-10-270	1	—	40	15	8	—	64
118-4-170-5-225	—	—	5	—	—	—	5
140-5-175	—	—	—	5	—	—	5
80-1-85-2-95-3-110	—	—	—	—	—	—	—
TOTAL	587	411	634	141	510	1,296	3,579

*Chapter 20.

We have already* recommended that scales for these categories should be fixed by Government taking into consideration the existing relativities with the teachers for whom we have recommended scales of pay.

Engineering staff

47. The posts on the engineering side are borne on a very large number of pay scales in the various Union territories. It would be sufficient to cover here only those pay scales which account for a substantial number of posts as the few remaining posts on odd scales of pay can be brought on to the standard revised scales of pay recommended by us after a closer examination of their duties and responsibilities and qualifications prescribed for recruitment. The break-up of the posts on the more common scales of pay is given below :

TABLE XV

Scales of pay	Delhi	Goa	Pond	ANI	LMA	DNH	Total
Rs.							
700-40-1100-50/2-1250	28	31	7	11	1	1	79
400-400-450-30-600-35-950	48	21	3	6	1	—	79
350-25-500-30-830-35-900	28	65	32	43	7	5	180
210-10-290-15-425	4	41	16	4	—	—	65
180-10-290-15-380	125	238	101	206	24	11	705
130-5-160-8-280-10-300	4	11	1	—	10	—	26
150-5-175-6-205-7-240	13	337	20	23	1	1	395
110-4-170-5-200	18	75	35	104	5	—	237
110-3-131-4-175-5-180	1	11	63	—	—	29	104
TOTAL	269	830	278	397	49	47	1870

48. The above scales are the standard scales of pay for which the appropriate scales recommended by us should be given in replacement. In respect of the remaining posts which are borne on odd scales of pay, we suggest the following illustrative revised scales of pay which should be adopted after further examination, taking into account the prescribed qualifications, duties and responsibilities devolving on the various posts and the revised scales of pay recommended for corresponding posts under the Central Government generally:

Existing scales	No. of posts	Proposed scales
Rs.		Rs.
1300-100-1800	1	1500-2000
1300-60-1600	1	
700-40-1100-50/2-1150	20	1050-1600
700-40-1100	4	
400-25-500-30-830-35-900	2	700-1300

*Chapter 20.

†Chapter 16.

Existing scales	No. of posts	Proposed scales
Rs.		Rs.
375-25-500-30-830-35-900	5	650-1200
350-25-500-30-800	2	
375-25-500-30-650	13	650-960
350-25-500-30-650	2	
350-25-650	6	
450-15-600	2	700-900
450-25-575	1	
375-20-575	1	
375-25-575	9	
270-15-435-20-575	2	500-900
250-15-475-20-575	8	
275-10-295-15-490-20-550	13	
250-20-450-20-550	2	
325-25-550	2	550-900
320-15-530	6	550-750
325-15-475	8	
335-15-425	1	
220-10-280-15-400-20-500	3	470-750
200-15-320-20-500	1	
250-15-475	1	
250-10-290-15-380	10	455-700
175-6-205-7-240-8-280-10-320	3	425-600
150-5-175-6-205	6	330-480
125-3-131-4-175-5-180	1	320-400

Medical and Public Health Department

49. In the Union territories, particularly in Delhi, several posts of doctor are included in the Central Health Services (CHS) or are borne on CHS scales of pay. These posts will be covered by our general recommendations†. We discuss here only those medical posts in the UTs for which specific recommendations are necessary. Keeping in view the revised scales proposed by us for comparable posts under the Central Government, we recommend as follows:

Posts	Existing scales	No. of posts	Proposed scales
	Rs.		Rs.
Director of Health Services (Goa)	1300-60-1600	1	1500-2000
Director of Health Services (Pondicherry)	900-40-1100-50/2-1250	1	1300-1700
Radiologist (Goa)	900-40-1100-50/2-1250	1	
Surgeon (Goa)	675-35-850-40-1050-50-1300	2	
Assistant Drug Controllor (Delhi).	700-40-1100-50/2-1250	1	1050-1600
Deputy Director, Medical Officer, etc. (Goa)		6	

Posts	Existing scales	No. of posts	Proposed scales
	Rs.		Rs.
Deputy Director, Senior Specialists, Medical Superintendent, etc. (Pondicherry)	700-40-1100-50/2-1150	11	1050-1600
Chief TB Officer, Chief Malaria Officer, Dental Surgeons etc. (Goa)	575-25-600-30-750-40-1150	9	
Medical Officer, etc. (Goa)	425-25-450-30-600-35-950	6	
Medical Officer, Superintendent, Assistant TB Officers, Health Officer, etc. (Goa)	400-400-450-30-600-35-950	29	700-1300
Junior Specialists, Filariasis Officer etc. (Pondicherry)		19	

50. The bulk of posts in Class II in the Union territories, numbering 254 in all, are borne on the scale of Rs. 325-25-500-30-800. These include the posts of Medical Officer, Anaesthetist, Bacteriologist, etc. There are 5 posts of Health Educator in Goa on the scale of Rs. 400-25-500-30-830-35-900 and one post of Biochemist in Delhi and another post of Assistant Pathologist in Goa on the scale of Rs. 375-25-500-30-830-35-900. We recommend for all these posts the scale of Rs. 650-1200. Three posts of Asstt. Bio-chemist, Microbiologist and Psychologist—1 in Delhi and 2 in Goa—are on the scale of Rs. 325-15-475-20-575. For these posts M.Sc. Degree in Bio-Chemistry or MBBS, B.Sc. in Microbiology and Master's Degree in Psychology with Diploma in Medical Psychology are respectively prescribed. We recommend for these posts the scale of Rs. 550-900. We recommend the same scale for the 2 posts of Bio-chemist in Goa on the scale of Rs. 335-15-425 for which the prescribed qualification is MBBS or M.Sc. in Biochemistry. There are 8 posts of Medical Officer in Goa on the scale of Rs. 325-25-475 for which MBBS is the prescribed qualification. For these posts we recommend the scale of Rs. 650-960.

51. In Delhi and Pondicherry, 2 posts each of Dietician are on the scale of Rs. 350-20-450-25-475 for which the prescribed qualifications are a Degree in Science with post-graduate Diploma/Certificate in Dietetics in Delhi and a Degree in Science including Domestic Science or Home Science or in Nursing or Medicine and Surgery so far as Pondicherry is concerned. There are 2 posts of Dietician in Goa on the scale of Rs. 320-20-400-25-475 for which the qualifications prescribed are a Degree in Science along with qualifications in Dietetics, Nutrition or Home Science. We recommend for all these posts the scale of Rs. 550-900. There is 1 post of Lady Nutrition Officer in Delhi on the scale of Rs. 350-25-500-30-830-35-900 which is filled by transfer or deputation from amongst Degree-holders in Science with

specialisation in Nutrition with 3 years' experience in Applied Nutrition Programme or in teaching Nutrition and allied subjects. We recommend the scale of Rs. 650-1200 for this post.

52. 25 posts of Junior Medical Officer in Goa are on the scale of Rs. 250-10-350. For these posts, the qualification prescribed is Licenciata Diploma in Medicine or equivalent. In the Andaman & Nicobar Islands, 5 posts of Assistant Surgeon, Grade II are on the scale of Rs. 150-10-290-15-350. There are a few posts of Demonstrator in Delhi and Goa on the scale of Rs. 335-425. For all these posts, the qualification prescribed is MBBS. For similar posts in the Govt. of India we have recommended Rs. 650-960. These posts may also be allotted this scale. The 6 posts of Medical Officer (Indian System of Medicine) in Dadra and Nagar Haveli, which are, at present, on the scale of Rs. 150-10-290-15-380, may be placed on the scale of Rs. 425-700.

53. Registrars (Medical) in the Union territories are on the scale of Rs. 335-425 in Goa and Rs. 375-25-425 in Delhi. For Registrars under the Central Government, we have recommended the scale of Rs. 650-30-710 corresponding to the first three stages of the standard Class II scale for those appointed on a tenure of three years and Rs. 650-960 for others. We recommend the same scale for Registrars in the Union territories.

54. Non-Practising Allowance for all the medical posts should be on the same rates and subject to the same conditions as we have recommended for similar posts in the Government of India, other than those included in the Central Health Service.

Dental Surgeons

55. The number of dental surgeons in the Union territories is as follows:

	Rs.	
Associate Professor of Dentistry.	675-1300 + S.P. of Rs. 200 p.m.	1
Reader	425-950 + S.P. of Rs. 100 p.m.	1
Junior Specialist in Dentistry.	400-950	1
Dental Surgeon	375-900	4
Dental Surgeon	325-800	9

N.P.A. is attached to most of these posts at the rate of 25% of pay subject to a minimum of Rs. 150 and a maximum of Rs. 400 p.m. For the post of Professor of Dentistry in Jawaharlal Institute of Post Graduate Medical Education & Research under the Ministry of Health, we have recommended the scale of Rs. 1500-2000. We, therefore, recommend the scale of Rs. 1300-1700 for the post of Associate Professor and Rs. 1050-1600 for the post of Reader.

There will be no special pay in addition. For the post of Junior Specialist in Dentistry, we recommend the scale of Rs. 700-1300. The remaining posts should be on the scale of Rs. 650-1200. All these posts will get Non-Practising Allowance at the rates we have recommended* for corresponding medical/dental posts in the Central Government.

56. In the chapter* on medical services, we have recommended grant of a post-graduate qualification allowance (Special pay) of Rs. 100 p.m. for a post-graduate degree and Rs. 50 p.m. for a post-graduate diploma for all the medical posts for which the minimum recruitment qualification is MBBS. We recommend that this concession should be admissible to medical posts in the Union territories also provided that the post graduate qualification is one which is included in the approved list.

57. There are also a few non-medical Demonstrators in the scale of Rs. 335-425 in Delhi and Goa, qualification for which is M.Sc. degree or B. Pharmacology. For these posts we recommend the scale of Rs. 550-900, which is the scale we have recommended for similar posts under the Ministry of health.

58. The following are the non-medical teaching posts in the medical colleges in the Union territories:

Posts	Existing scales
	Rs.
Principal, College of Pharmacy, Goa.	1600-1800
Professor, College of Pharmacy, Goa	900-1250
Assistant Professor, College of Pharmacy, Goa	570-950
Reader, Delhi	425-950
Lecturer, Goa.	400-800
Lecturer, Delhi	325-800
Lecturer, Delhi	530-650

59. We have examined in detail the non-medical teaching posts in the Chapter† on Ministry of Health and Family Planning and suggested the following revised scales of pay :

	Rs.
Professor	1500-2000
Assistant Professor/Reader	1050-1600
Lecturer	700-1300

For the post of Principal, College of Pharmacy, we recommend the scale of Rs. 1800-2000. The post of Professor, College of Pharmacy, carries 7 years' teaching experience in addition to Master's Degree in Pharmacy. We recommend the scale of Rs. 1300-1700 for this post. The qualifications of non-medical Assistant Professors/Readers and Lecturers compare favourably with their counterparts under the Ministry of Health. We recommend for them the scales of Rs. 1050-1600 and Rs. 700-1300, respectively.

60. The posts of Health Visitor in the various UTs are borne on the following scales of pay :

Existing scales	No. of posts
Rs.	
205-7-240-8-280	11
150-280	13
150-10-250	14

We recommend for all the above posts, the scale of Rs. 330-560 with 20% of the posts being placed in a selection grade of Rs. 425-640.

61. For midwives, 2 scales are in vogue in the various UTs. There are 149 posts on the scale of Rs. 110-180 and 131 posts on the scale of Rs. 110-3-131-4-155. Matriculation has been prescribed as the minimum qualification for some posts. The minimum educational qualification for admission to the Auxiliary Nurse Midwife's training course is having passed the 7-8th class. We recommend the scale of Rs. 260-350 for all the posts of Midwife. The need for prescribing matriculation as the minimum educational qualification for some posts should also be reviewed.

62. As regards nursing staff, we find that they are mostly being remunerated on scales plus messing allowance applicable to Nurses serving in hospitals run directly by the Central Government. In certain cases, there are marginal variations and such posts can be easily admitted to the standard scales (inclusive of messing allowance) recommended by us for the nursing staff in Central Government hospitals. Our recommendations in respect of nursing staff in the Union territories may be summarised as under:

Existing scales	No. of posts	Proposed scales
Rs.		Rs.
590-30-830-35-900‡	1	700-1300
450-25-575	3	650-1200
350-25-575‡	1	700-900
390-20-450-25-475	3	
370-20-450-25-475	1	
350-20-450-25-475	2	
250-10-290-15-380	68	550-750
210-10-290-15-320	209	455-700
130-5-160-8-280-10-300	3	425-640
150-5-175-6-205-7 240-8-280	1075	

63. We find that certain posts of Nurse have been given the scale of Rs. 110-3-131-4-155 or Rs. 125-3-131-4-155. Since the posts on the scale of Rs. 125-155 require Matriculation with 'A' Grade Certificate in Nursing, we recommend the scale of Rs. 330-480 for them. The posts on the scale of Rs. 110-135 should be placed on the scale of Rs. 260-350.

*Chapter 16

†Chapter 28

‡No messing allowance is admissible on these posts.

64. Our general recommendations* regarding advance increments for higher qualifications, special pay to the Nurses attached to Operation Theatres, Intensive Care Units, etc., Uniform Allowance and priority allotment of accommodation to Nursing staffs will apply *mutatis mutandis* to such staffs in the Union territories.

65. In the case of categories like radiographers, physio-therapists, X-Ray technicians, etc., the UT posts can be easily brought on the scales suggested by us for corresponding posts under the Central Government. We give below the illustrative revised scales for this purpose:

Posts	Existing scales	No. of posts	Proposed scales
	Rs.		Rs.
Physiotherapists	250-10-290-15-380	8	455-700
Physiotherapists	250-10-290-15-320	2	
	130-5-160-8-280-10-300	1	
Occupational Therapists	250-10-290-15-380	5	455-700
	250-10-290-15-320	2	
Tutor (Radiographer)	350-20-450-25-475	1	550-750
Technical Assistants (Radiology)	210-10-290-15-425	5	425-700
Radiographers/X-Ray Technician	150-5-160-8-280-10-300	17	330-560 with 20% posts on a Selection Grade of Rs. 425-640.
	150-5-175-6-205-7-240-8-280	4	
	150-5-175-6-205	6	
	130-5-160-8-280-10-300	6	
Radiographers/X-Ray Technician	110-4-170-5-200	2	260-430
	110-3-131-4-155	19	
Prosthetic Technician	250-10-290-15-380	1	455-700
Junior Orthoptist	210-10-290-15-425	1	380-640
Technical Assistants (Anaesthesia/ECG/Bio-Chemistry/Ophthalmology).	210-10-290-15-425	31	425-700
Audiometric Assistant	210-10-290-15-425	1	425-700
Entomological Assistant	210-10-290-15-425	1	
Theatre Master	210-10-290-15-425	1	550-750
Theatre Technicians, etc.	150-5-160-8-280-10-300	11	330-560

Post	Existing scales	No. of posts	Proposed scales
Electro Cardio-grapher/Prosthetic Technicians/Dental Technician/Dental Hygienist/Dental Mechanic	150-5-175-6-205	7	330-560
ECG Technician/Orthopaedic Technician/Medical Record Technician/Post Mortem Technician/Para-Medical Workers.	130-5-160-8-280-10-300	50	330-560
Audiometric Assistant	110-3-131-4-175-5-180	1	260-430
Operation Theatre Attendants	110-3-131-4-175-5-180	2	260-400 for Matric with training/experience and 260-350 for Matric without experience or Middle pass with experience
Theatre Assistant Mechanics	110-3-131-4-155	15	
Theatre Assistants	110-3-125	4	
Occupational Therapy Technicians	110-3-131-4-175-5-180	5	260-430
BCG Team Leader	110-3-131-4-175-5-180	1	260-400
Malaria Technicians	110-3-131-4-155	2	260-430
Post Mortem Assistant	110-3-131-4-155	1	
Vaccinators	110-4-170-5-200	17	260-400
	110-3-131-4-175-5-180	4	

66. There are a few posts of Assistant Drug Controller, Drugs Inspector, Public Analyst, Chemist etc. Our recommendations* in respect of corresponding posts under the Central Government can be applied to these posts in the manner indicated below:

Existing scales	No. of posts	Proposed scales
Rs.		Rs.
400-400-450-30-600-35-950	5	700-1300
590-30-830-35-900	1	840-1200
425-25-500-30-830-35-900	1	650-1200
350-25-500-30-830-35-900	8	
350-25-500-30-800	3	
325-15-475-20-575	1	550-900
350-20-450-25-475	1	
210-10-290-15-425	2	425-700
210-10-290-15-320	1	

Pharmacists/

67. Pharmacists/Compounders/Dispensers are mostly in the scales of Rs. 205-280 and Rs. 130-240 though there are also a few posts in the scales of Rs. 110-200 and Rs. 110-180. We have recommended the scale of Rs. 330-560 for fully qualified Pharmacists, *i.e.*, those possessing qualifications mentioned in Sections 31 and 32 of the Pharmacy Act, 1948, but excluding those covered under Clause (d) of Section 31 *ibid.* We have also recommended that 10% of the posts may be in a Selection Grade of Rs. 425-640. For unqualified Pharmacists, *i.e.*, those covered by Clause (d) of Section 31, who may be on the scales of Rs. 130-300, Rs. 130-240 and Rs. 110-180, we have recommended the scale of Rs. 330-480. We recommend that Pharmacists in the Union territories may be allotted the above scales for the corresponding posts and categories.

68. For the health inspectors, malaria inspectors and sanitary inspectors, there are some unnecessary variations among the UTs. Three posts of Inspector in Goa are on the scale of Rs. 250-10-290-15-425. These posts are filled either by promotion, or direct recruitment for which B.Sc. is the prescribed qualification. We recommend for these posts the scale of Rs. 425-700. We recommend the same scale for the post of anti-rat supervisor in Delhi (scale : Rs. 210-10-290-15-425) for which the qualification prescribed is a Degree in Agriculture with entomology or plant pathology as one of the subjects. For the remaining posts, we recommend the revised scales indicated below :—

Four posts of Senior Scientific Assistant in Delhi carry the scale of Rs. 325-15-475-20-575; two posts of Chief Chemist in Goa are also on this scale. We recommend for these posts the scale of Rs. 550-900. We recommend the same scale for the post of Scientific Assistant in Goa which is on the scale of Rs. 325-15-475. For the remaining posts, our recommendations are as follows :

Existing scales	No. of posts	Proposed scales
		Rs.
210-10-290-15-425	5	425-700
210-10-290-15-380	2	
168-8-280-10-300	1	330-560
150-5-160-8-280-10-300	1	
125-10-195-15-300	400@	290-500 with S.G. 470-580.
125-5-160-8-200-10-300		
110-4-170-5-200	75	260-430
110-3-131-4-175-5-180	2	
110-3-131-4-155	30	

Police Personnel (non-gazetted)

70. We have already* recommended scales for the non-gazetted personnel in Delhi Police. The rank structure and pay scales prescribed for police personnel in the UTs show a common pattern except for the category of Bush Police in the Andaman & Nicobar Islands. Excluding this group, the distribution of posts in the various UTs (excluding Delhi) is indicated in the table below :

Existing scales			TABLE XVI						
Rs.	No. of posts	Proposed scales	Posts and existing scales of pay	Goa	Pond	ANI	LMA	DNH	Total
210-10-290	1	425-640	Rs.						
130-5-160-8-280-10-300	5	330-560 with a Selection Grade of 20% in the scale of Rs. 425-640.	<i>Constable's Level</i>						
150-10-290	3		75-1-85-2-95	1535	726	913	74	75	3323
205-7-240-8-280	23		<i>Head Constable's Level</i>						
150-5-175-6-205-7-240-8-280	32		80-1-85-2-95-3-110	—	—	46	19	1	66
150-5-175-6-205-7-240	29		100-3-130	359	109	195	—	20	683
110-4-170-5-180	6	260-400	<i>Assistant Sub-Inspector's Level (including Havildar and Havildar Major.</i>						
			125-3-131-4-155	1	2	25	—	—	28
			130-5-175	28	7	—	—	—	35
			<i>Sub-Inspector's Level</i>						
			168-8-240	52	49	47	—	6	154
			175-6-205-7-240	—	—	—	6	—	6
			<i>Inspector's Level</i>						
			325-15-475	13	18	20	1	1	53
TOTAL :				1988	911	1246	100	103	4348

Scientific staff

69. It would be convenient to discuss here a few posts in the Union territories for which a Degree or lower qualification in one of the natural sciences is an essential condition for direct recruitment. For the posts on the standard scales of pay the revised scales recommended by us would be adequate.

@Laboratory Assistants in Schools.

*Chapter 29.

71. For the Civil Constables in these territories, matriculation is not the prescribed qualification. We, therefore, recommend the scale of Rs. 200-260 for the Constables both in the Civil Police and Armed Police. There should also be a Selection Grade for the Constables in the scale of Rs. 225-308. For Head Constables, we recommend the scale of Rs. 260-350. This scale should also be allowed to 19 posts of Head Constable in Laccadives on the scale of Rs. 80-110. As regards the 46 posts on Rs. 80-110 in the A&N Islands, we find that these posts are of Lance Head Constable which is a rank below that of Head Constable. We recommend for these 46 posts the scale of Rs. 225-308. For the posts of Assistant Sub-Inspector, we recommend the scale of Rs. 330-480. This scale should also be allowed to the post of Havildar in Goa and two posts of Havildar Major in Pondicherry (scale Rs. 125-155). At the level of Sub-Inspector, we find that a Degree is not the prescribed qualification for direct recruitment in Goa, A&N Islands and Dadra & Nagar Haveli. In these territories, the Sub-Inspector's post should be placed on the scale of Rs. 380-560. In Pondicherry and the Laccadives, a Degree is the required qualification for direct recruitment to the post of Sub-Inspector, as in Delhi, and in these territories, the post of Sub-Inspector should be given the scale of Rs. 425-600.

72. In the A&N Islands, the Constables of the Bush Police are on the scale of Rs. 70-1-85 and the next higher level, viz., Bush Jamadar, is on the scale of Rs. 75-1-85-2-95. Persons are recruited to the Bush Police Force from the local population having a working knowledge of Hindi. The duties of Bush Police involve the protection of labourers and work camps in the interior forest areas. According to the Administration, the life and duties of Bush Police personnel are hard and onerous. We feel that Constables of the Bush Police should be placed on the scale of Rs. 190-240. For the Bush Jamadars, we recommend the scale of Rs. 225-308.

73. Some technical posts requiring proficiency in wireless operation are borne on police scales of pay, and for these posts it would be adequate to give the revised scales of pay recommended by us for the corresponding police posts. Besides the posts borne on police scales, there are 139 posts in Delhi, Goa and A&N Islands on Rs. 150-300 for which we recommend the scale of Rs. 380-560. In the A&N Islands 11 posts of Head Radio Operator are also on the scale of Rs. 150-300 but with a special pay of Rs. 20 p.m. These posts are filled by promotion of Radio Operators on the scale of Rs. 150-300 and we recommend that these posts should be given the scale of Rs. 425-600 and the special pay of Rs. 20 should be abolished. In Delhi and A&N Islands, the supervisory posts of Wireless

Operator and Technician are on the following scales :

Existing Scales	No. of posts in Delhi	No. of posts in A & N Islands
Rs.		
150-10-290-15-380	27	13
210-10-290-15-425	12	7

For direct recruitment to posts on Rs. 150-380, technical qualifications at diploma-level are required. This is also the case with regard to one post in Goa on Rs. 150-380. In Goa there is another post on Rs. 200-10-290-15-380 of Police Wireless Sub-Inspector which is filled by promotion from among persons on the scale of Rs. 150-300 or Rs. 150-380. We recommend for all these posts the scale of Rs. 380-640. For posts which are today on the scale of Rs. 210-425 and which are filled by promotion, we recommend the scale of Rs. 425-700.

74. In the case of prosecution staff, we find that the police scales have been adopted except in the case of Delhi where special scales of pay have been recently introduced. In the case of posts at the level of Assistant Prosecutor and Prosecutor in the UTs other than Delhi, it would be adequate ordinarily to give the revised scales of pay that we have recommended for corresponding police posts. On this basis, we recommend the following scales of pay :

Existing scales	No. of posts	Proposed Scales
Rs.		Rs.
168-8-240	3 in A&N Islands	425-600
210-10-290-15-380	1 in Laccadives	425-700
325-15-475	1 in Pondicherry	550-750
320-15-530	1 in A&N Islands	
	1 in D&N Haveli	
325-15-475-20-575	1 in Pondicherry	550-900
350-25-575	1 in Goa	550-900

75. With regard to posts of prosecution staff in Delhi our recommendations are as follows :

Posts	Existing scales	No. of posts	Proposed scales
	Rs.		Rs.
Prosecutor	350-20-450-25-575	65	650-960
Senior Prosecutor	500-30-740	11	840-1200
Chief Prosecutor	560-30-830-35-900	4	700-1300
Legal Adviser	700-40-1100-50/2-1250.	1	1050-1600

UNION TERRITORIES—(Continued)

Civil and Police Services

The senior administrative posts in the secretariat and some of the major departments in the Union territories are generally held by the members of the Indian Administrative Service (IAS) borne on the Union territories' cadre and posts at the level immediately below are manned by the officers of the civil services organised for the different Union territories. The three organised civil services are the Delhi and Andaman & Nicobar Islands (DANI) Civil Service, the Goa, Daman & Diu Civil Service and the Pondicherry Civil Service. Direct recruitment to all the three Services is made through the IAS, etc., Examination (Category III), along with certain other Class II Services and the Class I Central Services. The scales prescribed for each of these are given below :

	Dani Civil Service	Goa Civil Service	Pondicherry Civil Service
	Rs.	Rs.	Rs.
Entry Grade	400-25-500-30-830-35-900.	350-25-500-30-830-35-900.	350-25-500-30-830-35-900.
Selection Grade	900-50-1250.	700-40-1100-50/2-1250.	700-40-1100-50/2-1250.

It is seen that the scales prescribed for the DANI Civil Service are slightly better than for the other two Civil Services. Posts held by officers in the entry grades are generally those of Deputy Collectors, Sub-Divisional Officers and some posts below the heads of departments. In the Selection Grade, these officers generally hold senior posts in the various departments.

2. The DANI Civil Service Association has asked for considerable improvement in pay scales on the ground that officers holding posts in the country's capital are required to face certain special problems which are not faced by the officers at corresponding levels in other areas. The Association has stressed the fact that originally the pay scales of their Service were fixed at par with the scales prescribed for the officers of the Punjab Civil Service. However, with the latter having been improved considerably on several occasions, the scales of the DANI Civil Service have come to lag behind the Punjab pay scales.

3. The associations representing officers of the Goa and Pondicherry Civil Services have also asked

for increases in their pay scales on the ground that while the neighbouring State Governments have improved the pay scales of the State Civil Services, corresponding revisions have not been made in the pay scales of their Service. They have also asked for the same pay scales as prescribed for the DANI Civil Service. While it is true that the duties and responsibilities entrusted to officers of the Civil Services in the Union territories approximate to those of the State Civil Services officers and their pay scales should be fixed with due regard to the scales prescribed by the various State Governments, we would not, as mentioned* earlier, endorse any specific linkage with a particular State Government. We are further of the view that insofar as the entry grade of these three Civil Services in the UTs is concerned, the scale should be uniform because the recruitment examination is the same and the duties are broadly comparable. For special conditions prevailing in Delhi and Andaman & Nicobar Islands, local compensatory allowances are already admissible. We have taken note of the scales prescribed by the various State Governments for the entry grade of the State Civil Services and recommend that for these three Civil Services in the Union territories, the entry scale should be Rs. 650-1200.

4. At the next higher grade, we find that there is an appreciable difference between the level of responsibility shouldered by officers of the DANI Civil Service as compared to their confreres in Goa and Pondicherry. Posts in the departments at Delhi can be said to be more onerous on the whole as compared to similar posts in the other two Union territories. It would be justified, therefore, to prescribe a higher scale for the Selection Grade of the DANI Civil Service. We recommend the scale of Rs. 1200-1600 for the Selection Grade in the DANI Civil Service and Rs. 1050-1600 for the Goa and Pondicherry Civil Services.

5. On the police side, the senior posts are held by officers of the Indian Police Service and at the Class II level, a regular service has been constituted only for Delhi and Andaman and Nicobar Islands. The pay scales prescribed for the DANI Police Service are as under :

Grade I (Selection Grade)	Rs. 1000 fixed.
Grade II (Time-scale)	Rs. 350-25-500-30-800.

6. Direct recruitment to the DANI Police Service is made through the IAS, etc., Examination (Category

*Chapter 46.

II) and generally those who fail to make the grade for recruitment to the Indian Police Service are recruited to the DANI Police Service. We recommend for the time-scale (Grade II) of the DANI Police Service the scale of Rs. 650-1200 and for the Selection Grade the scale of Rs. 1100-50-1500.

7. We find that in Goa, Pondicherry, Laccadives, and Dadra & Nagar Haveli, the scale prescribed for the Deputy Superintendents of Police is Rs. 350-900. We recommend for the 14 posts of Deputy Superintendent of Police in these UTs the same scale as recommended for Grade II of the DANI Police Service. We also suggest that as persons recruited directly to these posts do not have adequate promotion prospects, a selection grade for the Deputy Superintendents of Police in Goa and Pondicherry should be provided on the same basis as in DANI Police Service.

Headquarters posts

8. In the secretariats of the various UT Administrations, the senior posts are borne on the cadres of the regularly-constituted services. The remaining posts are manned by the officers of the subordinate executive and ministerial cadres. We have examined the position in the various Union territories and find that most of these posts are borne on standard scales of pay for which it would be adequate to give the corresponding revised scales of pay suggested by us for posts under the Central Government. We discuss below posts which are on odd scales of pay or for which we consider specific recommendations to be necessary.

9. For the posts which are borne on the following odd scales of pay, we indicate below the revised scales of pay on which these should be placed :

Posts	No. of posts	Existing scales	Proposed scales
		Rs.	Rs.
Under Secretary, Delhi	4		
Goa	4		
Pondicherry	1		
Private Secretary to Lt. Governor, Delhi	1	620-30-830-35-900.	840-1200
Pondicherry	1		
General Assistant to Deputy Commissioner, Delhi	1		
Assistant Secretary, Sahitya Kala Parishad, Delhi	1	475-25-500-30-830-35-900.	650-1200
Secretary to Administrator, Laccadives	1	375-25-575	
Law Officer, Delhi	3	425-25-500-30-680.	650-960

Post	No. of Posts	Existing Scales	Proposed scales
		Rs.	Rs.
Private Secretary to Lt. Governor, Goa	1		
Confidential Assistant to Lt. Governor Pondicherry	1	350-25-575	550-900
Assistant Secretary to Administrator, Dadra & Nagar Haveli	1		
Secretary to District Soldiers, Sailors & Airmen's Board, Delhi	1	350-25-550	650-960
ADC to Lt. Governor, Pondicherry	1	325-15-475	
Controller of Household, Pondicherry	1	270-15-435	550-750
Investigator, Delhi	1	170-10-290-15-380.	425-640

10. Only in respect of one category of posts we feel the necessity of recommending a substantial upgradation. In the A&N Administration Secretariat, 12 posts of Assistant Secretary are on the scale of Rs. 450-25-575 and carry gazetted Class II status. These posts are filled by promotion from among Superintendents on the scale of Rs. 350-475. The Administration has made a strong plea that the present scale needs to be upgraded to that of Under Secretaries in the Delhi Administration (Rs. 620-900). It has been explained that Assistant Secretaries in the A&N Administration form the next working level below the Secretaries who are in the senior scale of the IAS. Since the latter hold the senior Secretariat posts for short periods, the continuity in the Administration is provided by the Assistant Secretaries. We have also been informed that in the peculiar conditions prevailing in the A&N Islands, the Administration has to shoulder considerable extra responsibilities for the organisation of various public services and for the implementation of development programmes. With the increasing tempo of development the workload and responsibilities at the level of Assistant Secretary are said to have increased manifold. It has also been explained that by the time the Superintendents on the scale of Rs. 350-475 are promoted as Assistant Secretaries, they are already drawing their maximum pay of Rs. 475, with the result that on promotion to the higher scale prescribed for the post of Assistant Secretary, they are able to earn only 3 more increments before reaching the maximum of this scale. Owing to this reason, it has been stated, many of the Assistant Secretaries are already drawing the maximum pay of the post for several years and they will continue to do so till they reach the age of superannuation. We feel that there is considerable force in the case made out by the A&N Administration and we recommend that the posts of Assistant Secretary in A&N Administration should be placed on the scale of Rs. 650-1200.

Judicial posts

11. The number of posts of presiding officers of various courts on the judicial side is sizable only in the case of Delhi where 128 such posts were in existence on 31-3-1970. Regular services have been constituted only for Delhi and Goa. In the case of other UTs, these posts are generally being filled by deputation of judicial officers of appropriate status belonging to the judicial service of one of the neighbouring States. The distribution of posts and the scales of pay in the UTs of Delhi, Goa and Pondicherry are given below :

TABLE I

Scales of Pay Rs.	Delhi	Goa	Pond.	Total
2500-125/2-2750	1	—	—	1
1800-100-2000	3	—	—	3
1100-50-1300-60-1600-50-1800	—	—	1	1
900-50-1000-60-1600-50-1800	12	2	2	16
900-50-1250	11	—	—	11
700-40-1100-50/2-1150	—	7	5	12
590-30-830-35-900	—	4	—	4
400-25-500-30-590-30-800-30-830-35-900	101	—	—	101
350-25-500-30-830-35-900	—	10	7	17
TOTAL :	128	23	15	166

12. Posts in the UT of Delhi are borne on the cadres of the Delhi Higher Judicial Service and the Delhi Judicial Service which were constituted in the year 1970. The scales of pay prescribed for the Delhi Higher Judicial Service are equivalent to the senior time-scale, the selection grade and the super-time scale applicable to the posts of Divisional Commissioner of the Indian Administrative Service. In the case of the Delhi Judicial Service, the scales conform to the pattern for the DANI Civil Service. In the case of Goa Judicial Service, the selection grade is the same as the senior scale of the IAS and the pay scales of Grade I and Grade II (senior and junior) are lower than the scales prescribed for the Delhi Judicial Service.

13. The Delhi Judicial Officers' Association has expressed the view that the remuneration admissible to the judicial officers should be adequate to attract suitable talent from the bar and to enable the officers to live with dignity and status befitting the impartiality required of the service and to keep them away from temptation. The Association has suggested that the scales of pay of the Delhi Higher Judicial Service and Delhi Judicial Service should not be linked to the scales provided for the State Judicial Services in view of the special problems in the capital and has thus demanded substantial upgradation of posts at all levels. For the Higher Judicial Service, it

has suggested a running grade of Rs. 2000-2750 in place of the existing three grades of Rs. 900-1800, Rs. 1800-2000 and Rs. 2500-2750.

14. We have considered the method of recruitment and qualifications prescribed for recruitment to the Delhi Judicial Service and the Delhi Higher Judicial Service and find that in these respects the provisions are comparable with the Judicial Services of most of the State Governments. In our view, the parity in scales between the IAS and the Delhi Higher Judicial Service is sound and should be retained. As regards the Delhi Judicial Service, it would be sufficient in our view to provide the standard revised scales recommended by us for DANI Civil Service except that the strength of the selection grade requires to be augmented. The Delhi High Court and Delhi Administration have proposed that the strength of the selection grade posts should be increased from 10% to 20%. The authorised permanent strength of the Delhi Higher Judicial Service is 16 of which 5 vacancies have to be filled by direct recruitment. This does not leave much opportunity for the promotion of the members of the Delhi Judicial Service whose authorised permanent strength is 112. We, therefore, recommend that the number of selection grade posts in the Delhi Judicial Service should be 20% of the permanent strength of the Service instead of 10% as at present. This will be subject to the conditions we have suggested with regard to the Selection Grades generally.

15. For the Goa Judicial Service, we feel that the Grade II (Junior) which is in the scale of Rs. 350-900 should be given the same scale as the time-scale of the Delhi Judicial Service. For the Grade II (Senior) of Rs. 590-900, we recommend the scale of Rs. 700-1300. The Grade I of the Goa Judicial Service carries the scale of Rs. 700-40-1100-50-1150 which should be replaced by the scale of Rs. 1050-1600. We find that the scale of Rs. 900-1800, i.e., selection grade of the Goa Judicial Service, is applicable to the post of Additional District and Sessions Judge as also District and Sessions Judge. We recommend for both these posts the scale of Rs. 1200-2000.

16. In Pondicherry, the position conforms to the pattern in Goa except for one post which is borne on the scale of Rs. 1100-50-1300-60-1600-50-1800 instead of the standard scale of Rs. 900-1800. It appears that the recruitment rules have not been finalised for this post and it is being filled by the induction of a judicial officer from another State. We feel that the existing differentiation is not justified and this post should also be on the standard scale prescribed for the District and Sessions Judges generally.

17. In the other UTs, a few posts exist on the scale of Rs. 900-1800, Rs. 700-1150 and Rs. 350-900. These posts can be given the revised scales recommended by us for posts on the same scales of pay in Delhi, Goa and Pondicherry.

18. Our recommendations in regard to posts on the judicial side may be summarised as follows :

Existing scales	No. of posts	Proposed scales
Rs.		Rs.
2500-125/2-2750	1	2500-2750
1800-100-2000	3	2000-2250
900-50-1000-60-1600-50-1800	16	1200-2000
1100-50-1300-60-1600-50-1800	1	
900-50-1250	11	1200-1600
700-40-1100-50/2-1150	12	1050-1600
590-30-830-35-900	4	700-1300
400-25-500-30-590-30-800-30-830-35-900	101	650-1200
350-25-500-30-830-35-900	17	

Revenue Department

19. Posts in the Revenue Department at the level of Sub-Divisional Officer and above are borne on the cadres of the IAS or the Union Territory Civil Services. Except for the post of Settlement Officer in the Laccadives (scale : Rs. 350-900), the other posts in the Revenue Departments that we need discuss are at the level of Tehsildar and below. For the post of Settlement Officer in the Laccadives, we recommend the scale of Rs. 650-1200. At the level of Tehsildar, the scales show marked variations. In Delhi and Pondicherry, the scale prescribed is Rs. 350-25-575, in Goa it is Rs. 300-15-450-20-530. For these three UTs, we feel that the scale should be uniform and we recommend for these posts in Delhi, Goa and Pondicherry the scale of Rs. 550-900. This scale should also be given to one post in Dadra & Nagar Haveli which is on the scale of Rs. 350-25-575. The same scale should also apply to the two posts of Inspector of Survey and Land Records in Pondicherry on the scale of Rs. 325-25-550, and the posts of Survey and Settlement Officer and Land Reforms Officer in Dadra and Nagar Haveli on Rs. 350-25-575. In the Islands, the land revenue and land records work is relatively lighter and the scale prescribed in the A&N Islands is Rs. 230-10-290-15-425, and in the Laccadives Rs. 230-10-290-15-320. In the Laccadives, posts on Rs. 230-320 are filled from among persons in the UDCs grade like Revenue Inspectors and UDCs. It would be adequate, therefore, to provide the scale of Rs. 425-640 for the post of Tehsildar and equivalent posts in the Revenue Department in the Laccadives. In the A&N Islands, the post is either filled by promotion from among Deputy Tehsildars and Revenue Inspectors or by direct recruitment for which the prescribed qualification is a Degree. We recommend for the Tehsildars in the A&N Islands, the scale of Rs. 470-750. We recommend the same scale for the post of Assistant Director, Survey, in the Laccadives on the scale of Rs. 250-15-475.

20. Below the level of Tehsildar, the variations in scales are even more substantial. In Delhi and Pondicherry, the scale of Rs. 210-10-290-15-425 is attached to 55 posts—38 in Delhi and 17 in Pondicherry. We recommend for these posts the

scale of Rs. 425-700. In the A&N Islands, the scale for the post of Deputy Tehsildar is Rs. 190-10-300-15-375 and we recommend for these posts the scale of Rs. 425-640. In Goa, the scale prescribed for 21 posts of Naib Tehsildar is Rs. 150-10-300 which is lower than the scale prescribed in the other Union territories. This is a promotion post for the Circle Inspectors who are on the UDC's scale of Rs. 130-300. We recommend that posts of Naib Tehsildar in Goa should be given the scale of Rs. 425-640. The same scale may be allowed to the 12 posts of Aval Karkun/Circle Officer in Dadra and Nagar Haveli which are on the scale of Rs. 150-300. We recommend the same scale for certain temporary posts of Naib Tehsildar created in Delhi who have been given the scale of Rs. 150-10-300.

21. Below this level, the posts of Kanungo, Circle Inspector or Revenue Inspector in Goa, A&N Islands and Laccadives are borne on the UDC's scale of Rs. 130-5-160-8-280-10-300 and we recommend that all these posts should be given the scale of Rs. 290-560. In Delhi, Pondicherry and Dadra and Nagar Haveli, the scale prescribed today for posts at this level is the LDC's scale of Rs. 110-3-131-4-175-5-180 which we think to be somewhat inadequate. In view of the upgradation of the posts of Patwari being suggested by us in the next paragraph, we recommend that these posts should also be upgraded and given the scale of Rs. 290-560. We recommend the same scale for the 13 posts of Field Inspector and Quarry Sub-Inspector in Delhi on the scale of Rs. 130-5-160-8-224.

22. At the level of Patwaris, the scale of Rs. 85-2-95-3-128 has been prescribed in Delhi (319 posts), Goa (165 posts), A&N Islands (29 posts) and Dadra and Nagar Haveli (11 posts), while 124 posts in Pondicherry carry the scale of Rs. 110-3-131. The Delhi Kanungos and Patwaris Association has represented before us that in most States the trend is now to give the LDC's scale to the Patwaris in view of the prescribed qualifications, onerous duties and responsibilities and pre-entry training. We find that the qualification prescribed for direct recruitment is matriculation in certain UTs, e.g., Delhi and the A&N Islands, while it is 8th Standard in certain others, e.g. Goa and Dadra and Nagar Haveli. We feel that substantial upgradation is necessary for these posts and recommend that all posts of patwari, talathi, karnam, etc., in the various Union territories for which the prescribed qualification is matriculation should be placed on the scale of Rs. 260-350, and those for which a lower qualification has been prescribed for direct recruitment should be placed on the scale of Rs. 225-308.

23. Patwaris and Kanungos have also represented that they are being denied travelling allowance for journeys performed on duty, e.g. the patwaris are not paid any allowance for attending the tehsil office from time to time. The Delhi Administration has suggested that patwaris should be given a fixed travelling allowance. We feel that in the changed circumstances of today, Government should review

the provisions regarding the grant of travelling allowance to patwaris and others working in the Revenue Department and taking the distance and other factors into account, a reasonable amount should be granted to them as fixed travelling allowance. There is also a case for reviewing certain other provisions like payment of fixed allowance to the patwaris for purchasing articles of stationery and bastas. Government should also review the provision under which candidates have to undergo training at their own expense at the time of promotion as Kanungo.

Excise and Commercial Taxes Departments

24. The Class I posts in these departments are borne on the cadres of organised services. Class II posts are those of Sales Tax Officer, Excise Officer, etc., for which the scale in Delhi (48 posts) is Rs. 400-900 for members of the DANI Civil Service and Rs. 350-25-500-30-800 for the promotees. In Goa (6 posts) and Pondicherry (4 posts) also, the scale of Rs. 350-25-500-30-800 has been adopted. We recommend that all these posts should be borne on the scale of Rs. 650-1200. The distribution of the remaining posts in this department is as under :

TABLE II

Scales of pay	Delhi	Goa	Pond.	Total
Rs.				
350-25-575	60	—	6	66
350-20-450-25-475	—	11	—	11
325-15-475	—	5	—	5
210-10-290-15-425	73	—	7	80
210-10-290-15-380	—	36	—	36
130-5-160-8-280-10-300	17	7	—	24
110-3-131-4-175-5-180	2	—	—	2
TOTAL :	152	59	13	224

25. Posts on the scale of Rs. 350-575 are those of Deputy Commercial Tax Officer, Assistant Excise Officer, Assistant Sales Tax Officer, etc., and those on Rs. 210-425 and Rs. 210-380 are of Excise Inspector, Sales Tax Inspector, Entertainment Tax Inspector, etc. At the level of Sub-Inspector in these branches, the UDC's scale of Rs. 130-300 is the common pattern. In Goa, the scales prescribed for the Assistant Sales Tax Officer and comparable posts are Rs. 325-15-475 and Rs. 350-20-450-25-475 which are lower than the scale of Rs. 350-25-575 prescribed for comparable posts in the other UTs. Our examination of the qualifications prescribed shows that this distinction is not justified. We recommend for these posts the following revised scales of pay :

Existing Scales	Proposed Scales
Rs.	Rs.
350-25-575	550-900
350-20-450-25-475	
325-15-475	
210-10-290-15-425	425-700
210-10-290-15-380	
130-5-160-8-280-10-300	330-560
110-3-131-4-175-5-180	260-400

Education Department

26. Posts of teacher of various categories have been covered already. We consider here the various grades of Inspecting Officers in this department.

27. In Delhi, there are 24 posts of Deputy Education Officer and Senior Inspector of Schools on the scale of Rs. 700-1100. These posts are filled by the transfer of Principals of Higher Secondary Schools who are on the same scale. We recommend that these posts be allowed the same scale as we have suggested for Principals of Higher Secondary Schools, viz., Rs. 1050-1600.

There are 28 posts of Education Officer and Assistant Director of Education on the scale of Rs. 740-1100. While half of these posts are filled by direct recruitment of post-graduates possessing a Degree or Diploma in Education with 5 years teaching experience, the remaining posts are filled by the promotion of Principals and Deputy Education Officers on the scale of Rs. 700-1100. We recommend the scale of Rs. 1200-1600 for these posts.

For the remaining posts in Delhi, we recommend as follows:

Posts	No. of posts	Existing Scales	Proposed scales
		Rs.	Rs.
Deputy Director	10	900-1250	1300-1700
Additional Director	1	1100-1400	1500-1800
Director	1	1100-1800	1800-2000
		When held by a non-IAS Officer.	

28. In Goa, there are 24 posts of Assistant District Inspector of Schools on the scale of Rs. 250-425. These posts are filled by the promotion of Graduate Teachers on the revised scale of Rs. 250-550 (SG. Rs. 550-700) and Head Masters of Middle Schools on the revised scale of Rs. 300-600 (SG. Rs. 600-750). We recommend that the Assistant District Inspectors should be allowed the scale of Rs. 550-900, with a Selection Grade of Rs. 775-1000.

There are 13 posts of Deputy Inspector of Schools and Education Officer on the scale of Rs. 425-680. These posts are filled by the promotion of Principals of High Schools on the scale of Rs. 325-575. We recommend the scale of Rs. 650-1200 for these posts.

There are 3 posts of Inspector of Schools on the scale of Rs. 475-900 which are filled by the promotion of Principals, High Schools, and Deputy Inspectors of Schools. We recommend that these posts may be allowed the scale of Rs. 700-1300.

There is one post of Deputy Director of Education on the scale of Rs. 700-1250, which is filled by the promotion of Inspector of Schools. We recommend

for this post the scale of Rs. 1050-1600. For the post of Director on the scale of Rs. 1100-1600, we recommend the scale of Rs. 1500-1800.

29. In Pondicherry, there are six posts of Deputy Inspector of Schools, Grade II, on the scale of Rs. 250-550 (SG Rs. 550-700), which are filled by the transfer of trained Graduate teachers on the same scale. We recommend that these posts may be allowed the scale of Rs. 550-900.

Two posts of Deputy Inspector of Schools, Grade I (Rs. 325-575) are filled by promotion from Grade II, trained Graduate Teachers (Rs. 250-550, SG Rs. 550-700), or by the transfer of Head Master, High School and post-Graduate School Assistant Grade I (Rs. 325-575). These posts may be allowed the scale of Rs. 650-960.

There are two posts of District Education Officer on the scale of Rs. 350-900, which are filled by promotion from Deputy Inspector of Schools, Grade I, and Head Master of High School. We recommend the scale of Rs. 650-1200 for these posts. We recommend the same scale for the post of Deputy Director of Public Instruction (scale: Rs. 350-900), which is filled by transfer from the grade of District Education Officer.

The post of Director of Public Instruction, which is on the scale of Rs. 700-1250, may be allowed the scale of Rs. 1050-1600.

30. In A&N Islands, there is one post of Assistant Education Officer on the scale of Rs. 425-680, which is filled by promotion of a post-Graduate teacher on the scale of Rs. 350-770 (SG Rs. 600-800) or by the transfer of a Principal of a Higher Secondary School on the scale of Rs. 700-1100. We recommend the scale of Rs. 650-1200 for this post, but in future there should be no transfer of a Principal to man this post.

For the post of Education Officer on the scale of Rs. 475-900, which is filled by the promotion of Assistant Education Officer on the scale of Rs. 425-680 and of Principal, Higher Secondary School on the scale of Rs. 700-1100, we recommend the scale of Rs. 700-1300.

The two posts of Deputy Inspector of Schools and one post of Inspector of Schools on the scales of Rs. 425-900 and Rs. 475-900, respectively, may be allowed the scale recommended for Assistant Education Officer and Education Officer, respectively.

The post of Director on the scale of Rs. 700-1250 may be allowed the scale of Rs. 1050-1600.

31. In Dadra and Nagar Haveli, there are three posts of Assistant Education Officer on the scale of Rs. 190-245, which are filled by the promotion of Primary School Head Master on the scale of Rs. 160-300 and High School Graduate Teacher on the scale

of Rs. 175-350. We recommend the scale of Rs. 440-750 for these posts, with a Selection Grade of Rs. 740-880.

There is one post of Education Officer on the scale of Rs. 425-900, which is at present filled by deputation from a neighbouring State. We recommend the scale of Rs. 650-1200 for this post.

32. In Laccadives, there are two posts of Assistant Education Officer on the scale of Rs. 250-425, which are filled by the promotion of Head Master, Middle School, on the scale of Rs. 300-600 (SG Rs. 600-750), and Graduate School Assistant on the scale of Rs. 250-550 (SG Rs. 550-700). We recommend that these posts may be allowed the scale of Rs. 550-900, with the Selection Grade of Rs. 775-1000.

There is one post of Education Officer on the scale of Rs. 425-680, which is filled by transfer or deputation. We recommend the scale of Rs. 650-1200 for this post.

33. Posts in the polytechnics run by the Administrations in Delhi, Goa and Pondicherry do not show any uniformity in the pay scales. While certain variations are justifiable on account of differences in the size of the institutions, level of courses offered and qualifications prescribed, in several other cases, however, the scales can be made uniform. The highest posts in this field are those of the three Principals of the Delhi Polytechnics for which the scale prescribed is Rs. 1100-50-1300-60-1600. These posts are filled by promotion from among heads of departments on the scale of Rs. 700-40-1100-50/2-1150 or by direct recruitment for which the qualification prescribed is a Degree in Engineering with 8 years' experience. We recommend for the posts of Principals of Delhi Polytechnics the scale of Rs. 1500-1800. The posts of Principals in the other Polytechnics are as under:

	Rs.
Pondicherry Polytechnic	700-40-1100-50/2-1250
Goa Polytechnic	800-40-1000-50-1200
Delhi (Women's) Polytechnic.	700-40-1100-50/2-1150

For the posts in Goa and Pondicherry, the qualification prescribed for direct recruitment is II Class Degree in Engineering with 8 years' experience or by promotion; in Goa promotion takes place from the grade of Rs. 700-1150, and in Pondicherry promotion is from the grade of Rs. 400-400-450-30-600-35-950. The qualification prescribed for the post of Principal, Delhi (Women's) Polytechnic is a II Class Degree in Engineering with five years' experience or promotion from among heads of departments on the scale of Rs. 400-950 with Rs. 150 as special pay. We recommend for the posts of Principal of the Delhi (Women's) Polytechnic and the Goa Polytechnic the scale of Rs. 1300-1700. For the post of Principal, Pondicherry Polytechnic, we recommend the scale of Rs. 1200-1600, since persons on the grade of Rs. 400-950 can be promoted to this post.

34. The posts of the heads of departments are on the scale of Rs. 700-40-1100-50/2-1150 in the Delhi Polytechnics and in the Goa Polytechnic but on Rs. 400-950 with a special pay of Rs. 150 in the Delhi (Women's) Polytechnic. As the qualifications prescribed are broadly comparable, we recommend that all posts of heads of departments in these Polytechnics should be placed on the scale of Rs. 1050-1600. For Lecturers on the scale of Rs. 400-950, we recommend the scale of Rs. 700-1300 and for Assistant Lecturers on Rs. 375-25-500-30-650 in Delhi (Women's) Polytechnic and Goa Polytechnic and Junior Lecturers on Rs. 350-25-650 in Delhi Polytechnic, we recommend the scale of Rs. 650-960.

35. In the Pondicherry Polytechnic, there are 3 posts of Lecturer on the scale of Rs. 400-950, for which we recommend the scale of Rs. 700-1300. The scales prescribed for the Associate Lecturer, Senior Instructor and Junior Instructor in that Polytechnic are, however, not very rational because there is hardly any differential between these scales which apply to three successive grades in a regular promotion ladder. The existing scales are as under:

Posts	No. of posts	Scales of pay
		Rs.
Associate Lecturers . . .	7	325-15-475-20-575
Senior Instructors . . .	11	270-15-435-20-575
Junior Instructors . . .	12	250-550

The qualification prescribed for the posts of Associate Lecturer is a Degree in Engineering or Master's Degree in the case of non-engineering subjects and for the posts of Senior Instructor, it is a II Class Master's Degree in the subject. The posts of Junior Instructor are filled only by direct recruitment for which the qualification prescribed is a Diploma in Engineering or a Master's Degree or 1st Class Bachelor's Degree in the non-engineering subject. We recommend for these posts in Pondicherry Polytechnic the following scales of pay:

	Proposed scales
	Rs.
Associate Lecturer . . .	650-960
Senior Instructor . . .	550-900
Junior Instructor . . .	470-750

We recommend the scale of Rs. 470-750 also for the 85 posts of Instructor, Demonstrator, etc., in the Delhi Polytechnics which are today on the scale of Rs. 260-500.

36. In the Goa Polytechnic the posts of Assistant Lecturer are on Rs. 250-10-290-15-380 and those of Demonstrator on Rs. 210-380. We recommend for these posts the scales of Rs. 470-750 and Rs. 425-700 respectively.

37. Besides the Polytechnics, there are a few professional and other colleges run by the UT Administrations. There are four posts of Professor, 3 in the Delhi College of Art and one in the Arts and Science College, Goa on the scale of Rs. 1100-50-1300-60-1600. We recommend for these posts the scale of Rs. 1500-1800. At the level of Assistant Professor and Reader, the scales prescribed are Rs. 700-50-1250 (in the Delhi College of Art) and Rs. 700-40-1100-50/2-1250 (in Arts & Science College, Goa). We recommend for these posts the scale of Rs. 1050-1600. At Lecturer's level, the scale prescribed is either the standard Class I Junior scale or the Class II scale of Rs. 375-650 with the Delhi College of Art having the scientific categories' scale of Rs. 400-40-800-50-950. We recommend for the Class I post of Lecturer the scale of Rs. 700-1300 and for the Class II posts on Rs. 375-650, the scale of Rs. 650-960.

Agriculture Department

38. Excluding the posts borne on the cadres of the regularly-constituted services, the distribution of posts in the Agriculture departments (including those on the soil conservation side) in the various Union territories and their pay scales are given in the table below:

TABLE III

Scales of Pay	Delhi	Goa	Pond	ANI	LMA	DNH	Total
Rs.							
700-40-1100-50/2-1250 . . .	1	2	1	1	—	—	5
400-400-450-30-600-35-950 . . .	—	4	—	—	—	—	4
350-25-500-30-830-35-900 . . .	6	2	8	6	1	—	23
350-25-500-30-800 . . .	—	13	—	—	—	1	14
350-25-575 . . .	1	—	—	—	—	—	1
325-25-575 . . .	—	3	—	—	1	—	4
325-15-475-20-575 . . .	9	—	—	—	—	—	9
325-15-475 . . .	1	—	—	—	—	—	1
210-10-290-15-425 . . .	35	27	39	22	3	—	126
210-10-290-15-380 . . .	—	—	—	—	—	9	9
170-10-290-15-380 . . .	1	—	—	—	—	—	1
150-5-160-8-280-10-300 . . .	—	5	—	—	—	—	5
130-5-160-8-280-10-300 . . .	9	10	2	—	5	—	26
110-4-170-5-200 . . .	—	—	—	33	9	—	42
110-3-131-4-175-5-180 . . .	6	26	4	—	—	13	49
125-3-131-4-155 . . .	6	—	14	—	—	1	21
110-3-131 . . .	—	13	36	—	—	—	49
TOTAL :	75	105	104	62	19	24	389

For posts in Class II, the qualification required is generally a Degree in Agriculture and for posts at lower levels, the qualifications prescribed are matriculation or above with Diploma in many cases.

39. On an examination of the duties, methods of recruitment, qualifications etc., we feel that it would be adequate to give the appropriate revised scales of pay recommended by us for those posts which are on standard scales of pay like Rs. 700-1250, Rs. 400-950, Rs. 350-900, Rs. 325-575, Rs. 210-425 and Rs. 150-300. For the remaining posts, we suggest the following revised scales of pay :

Existing Scales	No. of posts	Proposed Scales
Rs.		Rs.
350-25-500-30-800	14	650-1200
350-25-575	1	550-900
325-15-475-20-575	9	
325-15-475	1	
130-5-160-8-280-10-300	26	330-560
110-3-131	49	260-350

40. In Dadra and Nagar Haveli, 9 posts of Extension Officer (Agriculture) are on the scale of Rs. 210-380 while these posts in other UTs carry the scale of Rs. 210-425. We recommend that in DNH also these posts should be placed on the scale of Rs. 425-700. The same scale should be given to the post of Soil Conservation Assistant in Delhi (scale : Rs. 170-380) for which the qualification for direct recruitment is a Degree in Agriculture.

41. There are 42 posts on Rs. 110-4-170-5-200 and 49 posts on the standard scale of pay of Rs. 110-180. For many of these posts like Agriculture Assistant, Agricultural Demonstrator, and Soil Conservation Assistant, the qualification prescribed is a Diploma in Agriculture in addition to Matriculation. We recommend that all posts for which a Diploma in Agriculture is required, the revised scale should be Rs. 260-430 and the remaining posts may be placed on Rs. 260-400.

42. There are 7 posts on Rs. 125-155, of which 6 posts of Junior Technical Assistant in Delhi Administration are filled by promotion from among Mukadams (scale: Rs. 85-110), and one post of Farm Supervisor in Dadra and Nagar Haveli is filled by direct recruitment for which the qualification prescribed is passing standard VI. We feel that it would be adequate to place these 7 posts on the scale of Rs. 260-350. The 14 posts of Irrigation Inspector in Pondicherry also carry the scale of Rs. 125-155. These are filled to the extent of 50% by direct recruitment for which the candidates must have passed the higher secondary examination and the lower grade examination in survey levelling and mensuration. We recommend for these posts the scale of Rs. 290-400.

Cooperative Department

43. In the larger UTs, the Cooperative Department is headed by an IAS officer or an officer of the UT Civil Service. Excluding such posts, we are left with posts in Class II and Class III. The posts in Class II are generally of Registrar or Assistant Registrar of Cooperative Societies, Chief Auditor, etc. We recommend the scale of Rs. 650-1200 for the Class II posts indicated below:

Existing scales	No. of posts
Rs.	
475-25-500-30-835-35-900	1 (Goa)
400-25-500-30-800	1 (Laccadives)
350-25-500-30-830-35-900	9 (Delhi, Pondicherry)
350-25-500-30-800	2 (Goa)

The posts in Class III are those of Inspector and Sub-Inspector Cooperatives, or of Audit Officer and Inspector (Audit). Some posts also exist on the marketing side including posts of Salesman in co-operative stores. For these posts, the following revised scales should be considered for adoption :

Existing scales	No. of posts	Proposed scales
Rs.		Rs.
325-15-475	1	550-750
270-15-435-20-475	3	470-750
250-10-290-15-530	2	
210-10-290-15-425	29	425-700
250-10-290-15-380	16	
210-10-290-15-380	5	425-640
200-10-290-15-380	15	
168-8-280-10-300	43	330-560
150-5-160-8-280-10-300	1	
130-5-160-8-280-10-300	55	
110-3-131-4-175-5-200	15	260-430

Development Department

44. Senior posts in the Development Departments of the Union territories are held generally by officers of the UT cadre of the IAS and the organised UT Civil services. Excluding such posts, we find that there is only one Class I post of Project Officer in Delhi on the scale of Rs. 700-40-1100-50/2-1250. We recommend for this post the scale of Rs. 1050-1600. In Delhi there is also a post of Assistant Development Commissioner (Accounts) on the scale of Rs. 590-30-830-35-900. The post is filled by transfer/deputation. We recommend for this post the scale of Rs. 840-1200. There are 6 posts, 5 in Delhi and 1 in Pondicherry, which are on the scale of Rs. 350-25-500-30-830-35-900. These posts should be given the scale of Rs. 650-1200. At Class III

level the Table below gives the distribution of posts in the different UTs :

TABLE IV

Scales of pay	Delhi	Goa	Pond	ANI	DNH	Total
Rs.						
350-25-575	5	—	1	—	2	8
300-15-450-20-530	—	12	—	—	—	12
325-15-475	6	—	2	2	—	10
210-10-290-15-425	7	—	1	10	—	18
210-10-290-15-380	—	24	5	—	—	29
130-5-160-8-280-10-300	16	—	9	—	2	27
110-4-170-5-200	—	—	—	36	—	36
110-4-170-5-180	—	—	50	—	—	50
110-3-131-4-175-5-180	149	323	—	—	20	492
TOTAL :	183	359	68	48	24	682

45. The scales prescribed for the posts of Block Development Officer in the UTs show considerable variation. Five posts in Delhi, one in Pondicherry and one in Dadra and Nagar Haveli are on Rs. 350-575, 12 posts in Goa are on Rs. 300-530 and two posts each in Pondicherry and A&N Islands are on Rs. 325-475. In Delhi there are some posts of Vigyan Mandir Officer on the scale of Rs. 325-475. These posts are generally filled by direct recruitment, for which the qualification prescribed is a Degree, or by the promotion of Extension Officers in the Community Development Blocks. In our view, the existing variations are not justified and we recommend that all these posts should be placed on the scale of Rs. 550-900, which is comparable with some State Government scales for the same post.

46. For the posts of Extension Officer in panchayat, social education, and certain other subjects, the scale in Delhi and A&N Islands is Rs. 210-425 while in Goa and Pondicherry it is Rs. 210-380 except for one post in Pondicherry which is also on Rs. 210-425. We recommend for all these posts the scale of Rs. 425-700.

47. The scale provided for the posts of Village Level Worker also differs from one UT to another. 36 posts in A&N Islands are on Rs. 110-4-170-5-200, 50 posts in Pondicherry are on Rs. 110-4-170-5-180, and 323 posts in Goa, 149 posts in Delhi and 20 in Dadra and Nagar Haveli are on the scale of Rs. 110-3-131-4-175-5-180. We feel that the scale for the posts of Village Level Worker in all the UTs should be uniform and we recommend for these posts the scale of Rs. 260-430. Here, too, we have kept in view the scales for the same category in some State Governments.

48. In Delhi and Pondicherry, the Village Level Workers have been provided with a higher grade also, viz., Rs. 130-300. This scale also applies to 2 posts of Extension Officer, Panchayat, and Mukhya

Sevak in Dadra and Nagar Haveli. We recommend for these posts the scale of Rs. 330-560. Provision of a selection grade on this scale should be considered for Village Level Workers in the other UTs also where their promotion prospects are not adequate.

Animal Husbandry & Veterinary Department

49. In the Animal Husbandry and Veterinary Department, the senior departmental posts are on standard Class I scales of pay, and can be placed on the appropriate revised scales of pay suggested by us. In Class II, 12 posts are on the scale of pay of Rs. 350-25-500-30-800 and 1 post on Rs. 325-25-500-30-800. These posts, together with 4 posts which are on the standard scale of pay of Rs. 350-900, should be given the scale of pay of Rs. 650-1200.

50. Posts in the various Union territories in Class III are on the following scales of pay :—

TABLE V

Scales of pay	Delhi	Goa	Pond	ANI	LMA	DNH	Total
Rs.							
325-25-575	—	—	—	—	1	—	1
325-15-475-20-575	1	—	—	—	—	—	1
325-15-475	1	—	—	—	—	—	1
200-10-290-15-320-15-470	48	—	16	—	—	1	65
210-10-290-15-320-15-425*	1	22	—	1	—	—	24
150-10-250-10-290-15-335-15-380	—	—	—	9	2	—	11
168-8-256-8-280-10-300	2	—	—	—	—	—	2
130-5-160-8-200-8-280-10-300	—	28	3	—	1	—	32
130-5-160-8-200-8-256-8-280	1	—	—	—	—	—	1
110-4-150-4-175-5-180-5-200	—	4	—	—	—	—	4
110-3-131-4-155-4-175-5-180	47	6	42	—	—	3	98
125-3-131-4-155	1	1	—	—	—	—	2
110-3-131-4-155	1	—	—	—	4	—	5
110-3-131-4-139	1	—	—	—	—	—	1
105-3-131-4-135	4	—	—	—	—	—	4
110-3-131	—	—	6	—	—	—	6
TOTAL :	108	61	67	10	8	4	258

*See reference on next page.

51. On an examination of the relevant information pertaining to the above posts, we feel that the posts which are on standard scales of pay can be given the appropriate revised scales and the remaining posts given the scales that we suggest below:

Existing scales	No. of posts	Proposed scales
Rs.		Rs.
325-25-575	1	550-900
325-15-475	1	550-750
200-10-290-15-470	65	425-750
150(210)-10-290-15-380	11	380-640*
168-8-280-10-300	2	425-600
130-5-160-8-280	1	330-560
125-3-131-4-155	2	260-550
110-3-131-4-139	1	
110-3-131	6	

52. In keeping with our recommendations on Agriculture staff, we recommend that the posts which are today on Rs. 110-180 or Rs. 110-200 should be given the scale of pay of Rs. 260-430 whenever the qualification for direct recruitment requires a Diploma or Certificate in Veterinary Science; otherwise the scale of Rs. 260-400 should be allowed.

Industries Department

53. Some of the senior posts in the Industries Departments in the UTs are borne on the cadres of services, like the IAS and the UT Civil Services. We discuss here only those posts which do not belong to any organised service. There is one post of Joint Director in Delhi on Rs. 700-40-1100-50/2-1250 which is filled by promotion of a Deputy Director who is on the scale of Rs. 400-25-500-30-830-35-900. There is a post of Research Officer in Delhi on Rs. 700-40-1100-50-1150 for which the prescribed qualification is a Degree in Engineering with 5 years' relevant experience. We recommend for both these posts the scale of Rs. 1050-1600. The post of Deputy Director in Delhi is filled by direct recruitment for which a Degree in Engineering is the prescribed qualification and we recommend for this post the scale of Rs. 700-1300.

54. The scale of Rs. 590-30-830-35-900 has been prescribed for the post of Director of Industries, Pondicherry, and the Deputy Director-cum-Controller of Weights and Measures in Delhi. Both the posts are filled by promotion, the former from among the Assistant Directors on the scale of Rs. 375-25-575 and the latter from among Assistant Controllers, Weights and Measures on the scale of Rs. 350-25-500-30-590-30-800. We feel that both these posts should be on the Class I junior scale of Rs. 700-1300. Other Class II posts in the Industries Departments are on the standard Class II scale of Rs. 350-25-500-30-830-35-900 (two posts in Goa) and on Rs. 350-25-500-30-800 (9 posts in Delhi). We recommend for all these posts the scale of Rs. 650-1200.

55. The distribution of Class III posts in the Industries Departments in the various Union territories, excluding Laccadives and Dadra & Nagar Haveli, is given in the table below :—

TABLE VI

Scales of pay	Delhi	Goa	Pond	ANI	Total
Rs.					
375-25-575	7	3	2	—	12
350-25-575	7	—	—	—	7
270-15-435-20-575	—	1	—	—	1
320-15-470-15-530	1	—	—	—	1
200-15-320-20-500	—	2	—	—	2
210-10-290-15-425	40	2	1	2	45
250-10-290-15-380	—	—	2	—	2
210-10-290-15-380	1	—	—	—	1
180-10-290-15-380	—	1	9	—	10
130-5-160-8-280-10-300	33	4	1	—	38
118-4-170-5-225	—	—	—	3	3
TOTAL :	89	13	15	5	122

56. Our examination shows that considerable rationalisation is possible in the scales prescribed for the Extension Officers in the various UTs since qualifications prescribed are comparable. We have adopted the existing scale of Rs. 210-425 as the standard for the Industries Extension Officers. For these and other posts in the above table, we recommend the following revised scales of pay :—

Existing scales	Proposed scales
Rs.	Rs.
375-575 } 350-575 } 270-575 } 320-530 }	550-900
200-500	425-750
250-380 } 210-425 } 210-380 } 180-380 }	425-700
130-300	330-560
118-225	260-430

*The posts of Veterinary Assistant Surgeon, Veterinary Officer, etc., on the scales of Rs. 150(210)-380 and Rs. 210-425, for which the prescribed minimum qualification is a Graduate Degree in Veterinary Science, should be allowed the scale of Rs. 425-750.

57. In the Laccadives, the posts in the Industries Department are on pay scales which are different from the scales adopted in this department in the

other Union territories. For posts in Laccadives, we recommend as follows :—

Posts	No. of posts	Existing scales	Proposed scales
		Rs.	Rs.
Manager, Coir Monopoly .	1	325-15-475-20-575	550-900
Industries Officer . . .	1	270-15-435-20-475	470-750
Inspector, Weights and Measures	1	205-7-240-8-280	425-600
Coir Supervisor	1	200-10-290-15-320	
Coir Superintendent . .	1	150-10-290-15-320	
Supervisor, Fibre Plant .	1	168-8-280-10-300	380-560
Mechanic, Hosiery Factory	1	175-6-205-7-240-8-280	
Weaving Instructor . . .	1	140-5-175	320-400
Coir & Weaving Instructor.	10	100-3-142	260-350

Labour Department

58. In the Labour Department, Class I posts which are not borne on the cadre of any organised service are to be found only in Delhi and A&N Islands. The post of Labour Commissioner in A&N Islands is on the standard scale of Rs. 700-1250. The post of Deputy Labour Commissioner in Delhi also carries this scale. At this level, certain other posts like Chief Inspector of Factories, Boilers, etc., are on the scale of Rs. 700-40-1100-50/2-1150. We recommend for all these posts the scale of Rs. 1050-1600. The other posts in Class I are on the standard scale of Rs. 400-950 for which we recommend the scale of Rs. 700-1300.

59. The distribution of posts in Class II and Class III in the Labour Departments of the various Union territories is shown in the table below:

TABLE VII

Existing scales	Delhi	Goa	Pond	Total
Rs.				
590-30-830-35-900 . . .	6	—	—	6
350-25-500-30-830-35-900	5	1	4	10
530-30-830-35-865 . . .	5	—	—	5
350-25-500-30-800 . . .	—	1	—	1
425-25-500-30-680 . . .	2	—	—	2
350-25-575	23	—	—	23
325-15-475-20-575 . . .	3	1	—	4
250-15-475-20-575 . . .	7	1	—	8
250-15-475	—	—	1	1
250-10-290-15-470 . . .	1	—	—	1
270-15-435	1	—	—	1
210-10-290-15-425 . . .	37	—	10	47
220-10-280-15-400 . . .	4	—	—	4
210-10-290-15-320 . . .	—	1	—	1
168-8-200-8-256-8-280-10-300	1	—	—	1
130-5-160-8-280-10-300 .	22	1	2	25
Total	117	6	17	140

It is seen that the bulk of the posts are to be found in Delhi Administration. We find that these posts are broadly comparable with similar posts under the Department of Labour of the Government of India. Keeping in view the revised scales recommended by us for posts under the Central Government, we recommend the following revised scales of pay for the posts in the Labour Department of the UTs :

Existing scales	No. of posts	Proposed scales
Rs.		Rs.
590-30-830-35-900	6	840-1200
530-30-830-35-865	5	
350-25-500-30-830-35-900	10	650-1200
350-25-500-30-800	1	
425-25-500-30-680	2	650-960
350-25-575	23	
325-15-475-20-575	4	550-900
270-15-435	1	
250-15-475-20-575	8	500-900
250-15-475	1	
250-10-290-15-470	1	470-750
220-10-280-15-400	4	
210-10-290-15-425	47	425-700
210-10-290-15-320	1	
168-8-200-8-256-8-280-10-300	1	330-560
130-5-160-8-280-10-300	25	

Social Welfare Department

60. Class II posts in this department are found only in Delhi. The post of Health Educator is on Rs. 350-25-500-30-830-35-900 and the post of Secretary, Harijan Welfare Board is on the scale of Rs. 350-25-500-30-800. We recommend for these posts the scale of Rs. 650-1200. The scale of Rs. 425-25-500-30-680 has been provided for such posts as Assistant Director of Harijan Welfare, Chief Probation Officer, and Superintendents of certain institutions run by the department. We recommend for these posts the scale of Rs. 650-960.

61. Just below the Class II level, the scale of Rs. 325-15-475-20-575 has been provided in Delhi for 15 posts such as Extension Officer (Health Education), and Superintendents of Homes for Beggars and of training-cum-production centres. The posts of Social Education Organiser in A&N Islands and Social Worker in Goa are also on this scale. We recommend for all these posts the scale of Rs. 550-900. In Pondicherry, the posts of Assistant Director and of Superintendent, Observation Homes are on Rs. 350-20-450-25-475 and in Delhi the post of Superintendent, Children's Home is on the scale of Rs. 325-15-475. We recommend for these posts the scale of Rs. 550-750. Twelve posts in Delhi like Probation Officer, Grade I, Superintendent of Observation Home for Boys, etc., Deputy Superintendent, Poor House, Children's Home, and Home for Able and Disabled Beggars, Inspector (Social Welfare), are on the scale of Rs. 250-10-290-15-470. We recommend for these posts the scale of Rs. 470 750.

62. The distribution of the remaining posts under the Department of Social Welfare in the various UTs is indicated in the table below:

TABLE VIII

Scales of pay	Delhi	Goa	Pond	ANI	LMA	DNH	Total
Rs.							
210-10-290-15-425	4	10	4	—	—	—	18
210-10-290-15-395	—	—	—	—	1	—	1
250-10-290-15-380	1	—	—	—	—	—	1
210-10-290-15-380	7	20	3	—	—	—	30
170-10-290-15-380	59	—	—	—	—	—	59
150-10-290-15-335	—	—	—	—	—	1	1
210-10-290-15-320	1	—	—	—	—	—	1
130-5-160-8-280-10-300	13	1	17	—	—	—	31
205-7-240-8-280	—	—	—	—	2	—	2
118-4-150-5-160-8-240-10-270	—	—	1	—	—	—	1
125-5-200-10-250	—	—	2	—	—	—	2
118-4-170-5-225	1	—	—	—	—	—	1
110-3-131-4-175-5-180	6	1	7	—	—	—	14
110-3-131-4-155	4	4	—	—	—	—	8
95-3-131-4-155	136	—	—	—	—	—	136
110-3-131	—	—	—	—	—	6	6
TOTAL :	232	36	34	—	3	7	312

63. Our examination shows that the existing multiplicity and inter-UT variations in pay scales are not justified and there is considerable scope for rationalisation. For this purpose, we would suggest the following :

Existing scales	No. of posts	Proposed scales
Rs.		Rs.
250-380	1	425-700
210-425	18	
210-395	1	425-640
210-380	30	
170-380	59	
210-320	1	425-600
150-335	1	
130-300	31	330-560
205-280	2	
125-250	2	
118-270	1	
118-225	1	330-480
110-180	14	260-400
110-155	8	
110-131	6	260-350
95-155	136	

Jails Department

64. Class II posts in this department, which are not included in an organised service, are on the scale

of Rs. 350-900 in the UTs of Goa and Pondicherry. We recommend that these be allowed the scale of Rs. 650-1200. In Delhi, the gazetted post of Deputy Superintendent, Grade I, is on the scale of Rs. 450-10-550. We recommend for this post the scale of Rs. 700-900. Other posts at the level of Superintendent, Deputy Superintendent, Grade II, or Assistant Superintendent include one post in Pondicherry on the scale of Rs. 350-20-450-25-475, one post in A&N Islands on Rs. 250-15-475, one post in Delhi on Rs. 270-10-420 and one in Goa on Rs. 250-10-290-15-470. Posts in Delhi and Goa are generally filled by transfer/deputation, but the post in A&N Islands is filled by direct recruitment for which the qualification prescribed is an Honours Degree with Diploma in Sociology. We recommend for these four posts the scale of Rs. 550-750. 12 posts of Assistant Superintendent in Delhi on the scale of Rs. 210-10-290-15-425 should be placed on the scale of Rs. 425-700. The 2 posts of Deputy Superintendent in Pondicherry, which are on the scale of Rs. 180-10-290-15-320, appear to be somewhat depressed in comparison with the scale prescribed in Delhi. We recommend that these should also be placed on the scale of Rs. 425-700. 7 posts of Jailor/Assistant Superintendent in Goa and Pondicherry on Rs. 130-5-160-8-280-10-300 and 19 posts of Assistant Jailor, Sub-Assistant Superintendent, Chief Warder etc. in Goa, Pondicherry and A&N Islands on the scale of Rs. 110-3-131-4-175-5-180 should be given the revised scales respectively of Rs. 330-560 and Rs. 260-400.

65. At the level of Head Warder and Warder/Guard there is considerable variation as the following table will show :

TABLE IX

Scales of pay	Delhi	Goa	Pond	ANI	Total
Rs.					
110-3-131	—	9	1	—	10
80-1-85-2-95-3-110	—	—	7	5	12
60-4-80-5-120 (Punjab scale)	15	—	—	—	15
50-3-80-4-100 (Punjab scale)	155	—	—	—	155
80-1-85-2-95	—	1	—	—	1
75-1-85-2-95	—	87	41	15	143
TOTAL :	170	97	49	20	336

66. We recommend that the posts of Warder and Guard on the Punjab scale of Rs. 50-3-80-4-100 and the Central scales of Rs. 80-95 and Rs. 75-95 should all be given the revised scale of Rs. 190-240 as for constables of armed police. We also recommend that the posts of Head Warder or Head Guard on the Central scales of Rs. 110-131 and Rs. 80-110, and the Punjab scale of Rs. 60-120 should be placed on the scale of Rs. 200-280.

Printing & Stationery Department

67. The distribution of posts in the Printing and Stationery Departments in the Union territories along with pay scales are given in the table below:

TABLE X

Scales of pay	Goa	Pond	ANI	LMA	Total
Rs.					
700-40-1100-50/2-1150	—	1	—	—	1
350-25-500-30-800	1	1	1	—	3
210-10-290-15-425	4	—	—	—	4
168-8-280-10-300	1	1	—	2	4
175-6-205-7-240	13	1	—	—	14
150-5-175-6-205-7-240	4	1	2	—	7
110-4-170-5-200	—	2	—	—	2
110-3-131-4-175-5-180	56	35	26	4	121
140-5-175	21	—	—	—	21
110-3-131-4-147	—	2	3	—	5
110-3-131-4-143	8	—	—	—	8
100-3-130	—	—	7	1	8
TOTAL :	108	44	39	7	198

The post of Director, Government Press in Pondicherry, carries the scale of Rs. 700-1150, while that in Goa is on the scale of Rs. 700-1250. For both these posts we recommend the scale of Rs. 1050-1600. At the managerial level, there are another three posts in the UTs which are on the scale of Rs. 350-800, for which we recommend the scale of Rs. 650-1200.

68. The remaining posts shown above are in Class III for which the revised scales recommended by us for corresponding categories in the Government of India Presses would be adequate. We, therefore, recommend the following revised scales of pay for these posts:

Existing scales	No. of posts	Proposed scales
Rs.		Rs.
210-10-290-15-425	4	425-700
168-8-280-10-300	4	380-560
175-6-205-7-240	14	330-480
150-5-175-6-205-7-240	7	320-400
140-5-175	21	260-400
110-4-170-5-200	2	260-400
110-3-131-4-175-5-180	121	260-400 for matrices; 260-350 for non-matrices.
110-3-131-4-147	5*	260-350
110-3-131-4-143	8	260-350
100-3-130	8	225-308

*Copyholders.

Civil Supplies Department

69. In the Civil Supplies Department, there are a few posts which do not belong to any common category discussed earlier. At Class II level, there are 18 posts of Food and Supplies Officer in Delhi on the scale of Rs. 425-25-500-30-680 for which it would suffice to give the scale of Rs. 650-960. The post of Supplies Officer in the A&N Islands is on the scale of Rs. 350-25-500-30-800 for which we recom-

mend the scale of Rs. 650-1200. The remaining posts consisting mainly of Inspectors, Sub-Inspectors, etc., in various branches can be given the scale indicated below:

Existing scales	No. of posts	Proposed scales
Rs.		Rs.
350-25-575	3	550-900
210-10-290-15-425	165	425-700
210-10-290-15-380	4	330-560
168-8-280-10-300	3	260-400
130-5-160-8-280-10-300	10	
110-3-131-4-175-5-180	13	

Forest Department

70. The Class I posts in the Forest Departments in the UTs are borne on the UT cadre of the Indian Forest Service. There are a few posts in Class II, 11 on the scale of Rs. 350-25-500-30-830-35-900 and 1 on the scale of Rs. 350-25-500-30-800. We recommend for all these Class II posts the scale of Rs. 650-1200. Posts in Class III are generally field posts, the prescribed qualifications for direct recruitment being a diploma or experience in forestry, survey, etc. The distribution of these posts in the various Union territories is as under:

TABLE XI

Scales of pay	Delhi	Goa	ANI	Total
Rs.				
350-25-575	1	—	—	1
325-15-475-20-575	1	—	—	1
325-15-475	—	—	5	5
210-10-290-15-380	—	—	22	22
170-10-290-15-380	2	21	—	23
168-8-240	—	—	1	1
150-5-175-6-205-7-240	1	—	—	1
130-5-160-8-216	1	—	—	1
130-5-175-6-205-7-212	—	—	35	35
125-3-131-4-155	2	—	—	2
110-3-131-4-143-4-155	—	36	—	36
110-3-131	—	—	2	2
TOTAL :	8	57	65	130

We recommend for the above posts the following revised scales of pay :

Existing scales	No. of posts	Proposed scales
Rs.		Rs.
350-25-575	1	550-900
325-15-475-20-575	1	550-750
325-15-475	5	425-700
210-10-290-15-380	22	330-560
170-10-290-15-380*	23	260-350
168-8-240	1	380-560
150-5-175-6-205-7-240	1	330-560
130-5-160-8-216	1	330-480
130-5-175-6-205-7-212	35	260-350
125-3-131-4-155	2	
110-3-131-4-143-4-155	36	
110-3-131	2	

*In Delhi there should be no promotion from Rs. 260-350.

71. In the A&N Islands, there are 99 posts of Mahouts who are responsible for the proper upkeep and training of elephants under their charge and for driving these elephants in the forests for various purposes, including transport of timber. The Administration has pointed out that the existing scale of Rs. 75-95 is grossly inadequate for the type of work that these Mahouts are required to do. It has been explained that the Mahouts have to be men of courage and be on constant alert to avoid danger to themselves and other forest workers. Although recruited from among forest mazdoors, the Mahouts require fairly long on-the-job training and experience before they can perform their work satisfactorily. In view of these factors, we recommend for the posts of Mahout the scale of Rs. 200-280. Since Mahouts have no promotion prospects, we also recommend that a selection grade should be provided on the scale of Rs. 260-350. The strength of the selection grade should be 10% of the number of posts of Mahout.

Fisheries Department

72. Except for the post of Director of Fisheries, Goa, posts in this department in the UTs are below the Class I level. For the Director of Fisheries, Goa (scale: Rs. 700-40-1100-50/2-1250), we recommend the scale of Rs. 1050-1600. For the Class II posts—6 on Rs. 350-25-500-30-830-35-900 (in Goa, A&N Islands & Laccadives), 1 in Delhi on Rs. 350-25-500-30-830-35-865, and 1 in Pondicherry on Rs. 325-25-500-30-800—we recommend the scale of Rs. 650-1200. The distribution of Class III posts in the various UTs is given in the table below:

TABLE XII

Scales of pay	Delhi	Goa	Pond	ANI	LMA	Total
Rs.						
325-15-475	1	—	—	—	1	2
210-10-290-15-470	—	—	12	—	—	12
210-10-290-15-425	5	5	1	3	1	15
335-15-425	—	—	—	—	1	1
210-10-290-15-320	—	2	—	—	—	2
200-10-290-15-320	—	3	—	—	—	3
150-10-290-15-380	3	—	11	—	—	14
168-8-280-10-300	—	1	2	—	—	3
150-5-160-8-280-10-300	—	—	—	—	9	9
130-5-160-8-280-10-300	3	1	—	—	—	4
150-5-175-6-205-7-240-8-280	—	—	—	1	—	1
110-3-131-4-175-5-180	1	—	4	—	10	15
TOTAL :	13	12	30	4	22	81

73. For the above posts, we recommend the following revised scales of pay :

Existing scales	Proposed scales
Rs.	Rs.
335-425	550-750
325-475	
210-470	
210-425	425-750
150-380	425-700
210-320	380-640
200-320	425-600
168-300	
150-300	
150-280	330-560
130-300	
110-180	
	260-400

Transport Department

74. The Transport Department in the UTs is generally headed by officers of the IAS or one of the UT Civil Services. Excluding such posts, the posts in Class I exist only in Delhi. The post of Joint Director, Transport, is on the scale of Rs. 900-50-1250 and it can be filled by transfer or deputation on short-term contract. We recommend for this post the scale of Rs. 1300-1700. For the post of Deputy Director which is on the scale of Rs. 700-40-1100-50/2-1150, we recommend the scale of Rs. 1050-1600. In Goa and Pondicherry, the posts of Director are on the scale of Rs. 350-25-500-30-830-35-900 for which we recommend the scale of Rs. 650-1200. Other Class II posts are on the scale of Rs. 425-25-500-30-650 (2 posts in Delhi and 1 post in Goa) and Rs. 350-25-500-30-650 (1 post in Delhi). We recommend for these four posts the scale of Rs. 650-960.

75. The remaining posts which are in Class III relate to posts of transport inspector or motor vehicles inspector. The break-up of these posts is given in the table below :

TABLE XIII

Scales of pay	Delhi	Goa	Pond	ANI	Total
Rs.					
325-15-475	7	5	1	—	13
210-10-290-15-380	—	1	—	—	1
180-10-290-15-380	—	—	1	2	3
210-10-290	—	5	—	—	5
205-7-240-8-280	3	4	1	—	8
175-6-205-7-240	1	—	—	—	1
150-5-175-6-205	1	—	—	—	1
TOTAL :	12	15	3	2	32

We recommend for the above posts the following revised scales of pay :

Existing scale	No. of posts	Proposed scales
Rs. 325-475	13	Rs. 550-750
210-380	1	} 425-640
180-380	3	
210-290	5	} 425-600
205-280	8	
175-240	1	} 330-480
150-205	1	

76. The post of Transport Officer in the A&N Islands (scale : Rs. 210-10-290-15-470) is a promotion post for Chargeman on the scale of Rs. 180-380, and we recommend for this post the scale of Rs. 550-750.

In the A&N Islands, 43 posts on the scale of Rs. 85-2-95-3-110 are of Bus Conductor and Log Writer. The prescribed qualification for direct recruitment to the posts of Bus Conductor is 8th Standard and for Log Writer, 10th Standard. The Administration has stated that it is difficult to recruit and retain staff on the existing scale of pay and that the quick turn-over of staff is adversely affecting the running of the Bus Service at Port Blair. We recommend for these posts the scale of Rs. 225-308.

Marine/Shipping Department

77. Posts in these departments are found in the Island Union territories and in Goa and Pondicherry. In the A&N Islands, the post of Harbour Master on the scale of Rs. 1100-50-1400-50/2-1500 is filled by taking a Naval Officer in the rank of Commander on deputation. We recommend for this post the scale of Rs. 1500-1800. There are 6 posts in Goa on the scale of Rs. 900-40-1100-50-1400-50/2-1500. For these post of Nautical Surveyor, Captain of Ports, Engineer and Ship Surveyor, the qualifications are comparable to those prescribed for posts on the same scale under the Ministry of Transport and Shipping. We recommend for all these posts the scale of Rs. 1200-1800. One post each in this department in the two groups of islands and one in Pondicherry are on the standard scale of Rs. 700-40-1100-50/2-1250 for which the scale of Rs. 1050-1600 will be adequate. The post of Assistant Harbour Master in the A&N Islands is on the scale of Rs. 700-40-900-50-1000, two posts of Skippers in Goa are on the scale of Rs. 725-25-900, and two posts in the Laccadives of Master and Chief Engineer of the Motor Launch are on the scale of Rs. 725-25-825. We recommend for all these posts the scale of Rs. 1050-1600.

78. For the remaining posts, we suggest the following revised scales for adoption :

Existing scales	No. of posts	Proposed scales
Rs. 350-25-500-30-830-35-900	2	Rs. 650-1200
375-20-575	2	650-960
325-15-475	6	550-750
335-15-425	2	550-750
300-10-350	5	550-750
200-10-290-15-485	1	425-750
200-10-300	3	} 425-600
150-10-290-15-320	1	
175-6-205-7-240	48	380-560
130-5-160-8-280-10-300	1	330-560
150-5-175-6-205-7-240	11	} 330-480
150-5-175-6-205	1	
150-4-170-5-200	2	} 320-400
130-4-170-5-200	17	
130-4-170	1	260-400
125-3-131-4-155	32	} except certified Serangs who should be allowed Rs. 330-480
110-3-131-4-170-5-180	33	
100-3-130-4-150	4	} 260-350
110-3-131	192	
100-5-130	12	225-308

Information Department

79. There are a few posts in the UTs in the field of information and plan publicity. In Delhi, the post of Director, Information, is on the scale of Rs. 700-40-1100-50/2-1250 and that of Deputy Director on the scale of Rs. 400-40-50-450-30-600-35-950. These posts can be given the appropriate revised scales suggested by us. There are 8 posts in Delhi and 3 in Goa on the scale of Rs. 350-25-500-30-800. For these posts, we recommend the scale of Rs. 650-1200. In Pondicherry, the post of Publicity Officer is on the scale of Rs. 375-25-575. This is a promotion post for officers on the scale of Rs. 270-10-290-15-485. We recommend for the post of Publicity Officer in Pondicherry the scale of Rs. 650-960. The post of Drama Officer in Delhi (Scale Rs. 350-25-575) is filled by promotion from the grade of Rs. 210-10-290-15-425. We recommend for this post the scale of Rs. 550-900. We recommend the same scale for the post of Audio-visual Officer in Delhi and that of Liaison Officer in Goa, which are on the scale of Rs. 325-575.

80. At the level of information Assistant, Editor, etc., there is unnecessary multiplicity of pay scales. The qualifications prescribed for all these posts are comparable, being a Degree with journalistic experience, but the scales vary as shown below :

Scales of pay	No. of posts
Rs. 270-10-290-15-485	} 3 in Delhi 1 in Pondicherry
250-10-290-15-425	
230-10-290-15-425	1 in A&N Islands

We feel that all the above posts should be given the standard scale of information Assistant and we recommend for the above posts the scale of Rs. 470-750. We recommend the same scale for the posts of Studio Assistant in Delhi, 3 of which are on the scale of Rs. 260-10-300-15-450-25/2-500 and 5 on Rs. 250-10-290-15-470.

81. The remaining posts in this department relate to photographer, artist, publication assistant, projectionist, information assistant, film officer, sub-editor, field publicity officer, etc. on the scale of Rs. 210-425. We recommend for all these posts the scale of Rs. 425-700.

Civil Defence Staff, Delhi

82. Posts specifically connected with civil defence are found only in Delhi. The post of Emergency Relief Officer is on the scale of Rs. 620-30-830-35-900, for which the qualification required is a Degree in Science with Instructor's Certificate (Class I). We recommend for this post the scale of Rs. 840-1200. For the 7 posts of District Staff Officer/Senior Instructor (scale : Rs. 350-25-575), we recommend the scale of Rs. 550-900. There are 41 posts of Junior District Staff Officer and of Instructor on the scale of Rs. 210-10-290-15-380 and two posts of Technical Assistant on Rs. 210-10-290-15-425. We recommend for both these categories of posts the scale of Rs. 425-700. There are 10 posts of Junior Instructor which carry the same scale of pay as Assistant Sub-Inspectors, viz., Rs. 130-5-175, and 4 posts of Naik and Head Armourer on the scale of Rs. 100-3-130, which is the scale for Head Constables. These posts should be given the revised scales suggested by us for the corresponding police posts. There is one post of Havildar on Rs. 125-3-131-4-155 which is filled by promotion from the grade of Rs. 100-3-130. We recommend for this post the scale of Rs. 320-400.

Fire Service Staff, Pondicherry

83. It is only in Pondicherry that the Fire Service is run departmentally by the Administration. The post of Assistant Divisional Fire Officer is on the scale of Rs. 325-15-475 for which the scale of Rs. 550-750 would be adequate. Three posts of Station Officer are on the scale of Rs. 168-8-240, for which we recommend the scale of Rs. 380-560. For the 29 posts of Leading Fireman and Fireman (Driver) on the scale of Rs. 100-3-130, we recommend the scale of Rs. 260-350. The 69 posts of Fireman on Rs. 75-95 should be given the scale of Rs. 190-240.

CERTAIN MATTERS SPECIAL TO INDIVIDUAL UNION TERRITORIES

84. We now discuss certain matters which have relevance to employees serving in particular territories. These matters affect the employees in two broad groups; the first comprising the employees of Goa and Pondicherry, and the second, the employees working in the Island Union territories.

Goa

85. Almost all the unions and associations representing employees serving in Goa have asked for the restoration of the Goa Compensatory Allowance which was withdrawn in stages during the period 1967-69. It has been stated that the cost of living in Goa is very high for which reason certain other employers like the Mormogoa Port Trust and the State Bank of India are allowing a special allowance to their employees. We cannot go by the example of the non-Governmental organisations in this matter. We find that the Goa Compensatory Allowance was sanctioned towards the end of 1962 at the rate of 8% of pay to compensate for the increase in the cost of living immediately after liberation. It was withdrawn on the grounds that the employees in this territory should be brought on par with those working in the rest of the country and that a compensatory allowance could be paid only in respect of those cities which fulfilled the population criterion and not on the basis of the supposed costliness of any particular locality. We have covered this general question in para 14 of Chapter 56 where we have dealt with the grant of Compensatory (City) Allowance (CCA) in cases not covered by the population criterion. We feel that the proposal for a compensatory allowance in Goa has to be considered within the frame-work of the scheme of CCA and not on any special footing. We cannot also go by the example of the non-Governmental organisations in this matter.

86. The associations representing the employees of the erstwhile Portuguese Administration in Goa have stated that after their fixation on the Central scales of pay, they are unable to earn any increments and that sometimes they do not gain financially even when promoted to the higher grade. We find that when these ex-Portuguese employees were fixed in the Central scales of pay on the appointed day, i.e., 1st February, 1966, their pay had to be protected as it was more than the maximum of the scale on which they were fixed. Since the personal pay granted to protect their emoluments was to be absorbed in future increments of pay, including increases earned by promotion, the employees affected had to remain for some years at the level of emoluments admissible to them on 1st February, 1966. We have examined this matter and find that many employees have been hard hit by this rule, but the size of the problem has diminished considerably over the years. With the introduction of the revised scales recommended by us, the problem will be mitigated even further. We would only suggest some relaxation in the existing provisions, to ensure financial incentive for earning promotion to the higher grade. We recommend that increments which are allowed at the time of promotion should not be absorbed in personal pay so that a promotion results in an increase in emoluments.

87. Another problem affecting the ex-Portuguese employees relates to pension. Under the Absorbed Employees' (Conditions of Service) Rules, 1965, these employees were required to exercise an option within six months from 1st February, 1966 to indicate

whether they wished to be governed by the old Portuguese rules or the Central pension rules. The employees have represented that when they opted for the old Portuguese Rules, they were not aware that the Central pension rules would be liberalised in the near future or that their retirement age would be reduced from 65 years to 68 years. They have, therefore, asked for another option to be given to them in the changed circumstances. While we subscribe to the principle that the option once exercised should be final, we feel that in the special circumstances of this case, there is some room for sympathetic re-consideration. If on examination Government is satisfied that these employees exercised their option without full knowledge of its implications, it is only fair that they are allowed a fresh option. We are making this suggestion because the employees may not have been fully conversant with the rules and regulations under the Government of India, as the Portuguese system seems to have been vastly different.

Pondicherry

88. The unions and associations representing the employees in Pondicherry have also demanded the grant of a compensatory allowance on the ground that Pondicherry being a place of pilgrimage and having a large foreign population, the cost of living is abnormally high. We have already considered this general question, as referred to above, in Chapter 56 where we have dealt with the manner in which eligibility for CCA should be determined.

89. It has been forcefully represented to us on behalf of several categories of employees of the Pondicherry Administration that the manner in which the Central scales of pay were introduced with effect from 6th March, 1970 was unsatisfactory. We find that the posts in the Pondicherry Administration were first brought on the then Madras scales of pay and subsequently, (in March, 1970) on the Central scales of pay. In this process, certain categories of posts have been given pay scales which are lower than the scales given to comparable posts in the other Union territories. Many of these demands have been supported by the Pondicherry Administration. While we have kept these cases in mind in making our recommendations with regard to posts in the Pondicherry Administration, it has not been possible for us to cover these cases comprehensively and exhaustively. We would recommend that in introducing the revised scales of pay on our recommendations, the matter should be gone into in depth at least in respect of those posts for which the Pondicherry Administration has supported the demand for re-consideration. We had previously requested the Government to review the more patent cases of incorrect equation, so as to ensure that they are not carried over when the scales we are proposing are introduced. We again invite the Government's attention to this matter so that in suitable cases where the Government decides to revise the existing scale, the full benefit of the corresponding revised scale becomes available to such employees.

90. Another representation that we have received from the ex-French staff serving in the Pondicherry

Administration relates to the permanent employees who were required to pay 8% of their pay as pensionary contribution under the ex-French pension rules. The ex-French temporary employees were not entitled to pension and so were not required to make any contribution towards pension. As there is no provision for any deduction from pay on account of provision of pension under the Central pension rules, the position now is that the ex-French temporary employees are entitled to pension at Central rates without their having made any contribution towards pension. The ex-French permanent employees have been requesting for the refund of the contribution at the rate of 8% of pay already made by them on their switching over to the Central pension rules. Although the matter has been taken up by the Ministry of Home Affairs several times, the demand has still not been accepted by the Ministry of Finance. We feel that it would be indeed anomalous to treat permanent employees worse than the temporary employees in this matter. We would recommend that the contribution towards pension made by the ex-French permanent employees under the ex-French pension rules should be refunded to them or credited to their Provident Fund balance on their coming over to the Central pension rules.

Andaman & Nicobar Islands

91. A universal demand made by the employees serving in the A&N Islands is that the amount of Compensatory Allowance payable at the rate of 7½% of pay, subject to a maximum of Rs. 100 per month, is grossly inadequate in view of the high cost of living in these islands. The Administration has also supported this demand and stated that an analysis of the data concerning prices of essential commodities like foodgrains, sugar, salt, cooking oils, cloth, fire-wood, petrol etc. shows that the cost of living at Port Blair is 25% higher than in Calcutta or Madras where the compensatory (city) allowance (CCA) is payable at the rate of 8% of pay. The Administration has also pointed out that almost all essential goods are not available locally and have to be imported from either Calcutta or Madras which are both 'A' class cities for purposes of CCA.

92. In the same connection, the associations representing the local recruits, i.e. employees other than those appointed as mainland recruits, or persons serving in these islands on deputation terms, have referred to the Special Allowance admissible to persons recruited or deputed from the mainland. For purposes of special allowance, the Union territory has been divided into three areas and the current rate of special allowance in each of these areas is given below :

Area of posting	Rate of special allowance
South Andaman	25% of basic pay plus dearness pay subject to a maximum of Rs. 250 p.m.
North Andaman/Middle Andaman	30% of basic pay plus dearness pay subject to a maximum of Rs. 300 p.m.
Nicobar Islands/Little Andaman/Narcondum Islands	35% of basic pay plus dearness pay subject to a maximum of Rs. 300 p.m.

(In addition to the compensatory and special allowances, mainland recruits and deputationists are also entitled to free unfurnished house and free sea passage from Port Blair to Calcutta or Madras once a year.)

93. We find that Government have always recognised the need for special pay or special allowance for the employees serving in these islands. After the cessation of the Second World War a special pay was sanctioned to all employees without any distinction on the basis of place of recruitment or residence. The special pay sanctioned in 1945 was soon reduced to half and later in 1951, it was clarified that only the staff recruited from the mainland should get the special pay as it was intended to attract from the mainland suitable persons to serve in the islands. In 1961, the system of special pay was replaced by the grant of special allowance and compensatory allowance. With effect from 23rd April, 1970, special allowance has been made admissible to the local recruits who are recruited in one area and posted to a place which is outside their area of recruitment and domicile.

94. We have carefully examined the matter and feel that in the special circumstances applicable to these islands, the grant of compensatory allowance is amply justified, as the higher cost of living affects all the employees equally. There is a case for granting special allowance and other concessions to persons recruited or deputed from the mainland in order to attract them to serve in the island. This consideration is less applicable today at the Class III and Class IV levels where local persons in adequate numbers are available, but at the higher levels and in certain categories like Doctors, Science Teachers, Engineers, higher levels of teaching staff, etc., suitable persons will have to be attracted for service in these islands in the interests of the development of these islands. We feel that the proper approach would be to increase the rate of the compensatory allowance and at the same time correspondingly reduce the rate of the special allowance. We accordingly recommend that the rate of compensatory allowance should be increased from 7½% to 12½% subject to the maximum of Rs. 150 per month.

95. As regards special allowance, the revised rates should be as under :

Area of posting	Revised rates of special allowance
South Andaman	20% of basic pay subject to a maximum of Rs. 300 per month.
North and Middle Andamans	25% of pay subject to a maximum of Rs. 350 per month.
Little Andaman, Nicobar Islands, Narcondum Islands	30% of pay subject to a maximum of Rs. 400 per month.

We recommend that these revised rates of compensatory allowance should also apply to the officers of the DANI Civil and Police Services and the UT Cadre of the all-India Services. We do not recommend

any change in the other conditions attaching to the grant of compensatory allowance and special allowance.

96. The associations, as also the Administration, have drawn our attention to the fact that the mainland recruits and deputationists entitled to rent-free unfurnished accommodation are not given any compensation in case they are not provided with Government accommodation. We feel that this practice cannot be justified and recommend that this case should be governed by the recommendations made by us in Chapter 56 where we have dealt with the general question of rent-free quarters and payment of compensation to those who are not provided rent-free accommodation when entitled to it.

97. Several associations have referred to certain provisions governing the grant of free sea passage to Government servants recruited or deputed from the mainland and the members of their family. A demand that has been made forcefully in this connection relates to free sea passage in cases where the children of an officer are studying in the mainland. The Administration has pointed out the anomaly in the present rules which provide that if one or more children studying on the mainland avail of the sea passage from the mainland to Port Blair, the Officer and his wife have to forgo the concession of free sea passage in that year. The Administration has pointed out that since it is necessary in many cases to send children to schools and colleges in the mainland, because adequate educational facilities are not available in the islands particularly in the specialised subjects like medicine, engineering and agriculture, the existing restriction operates harshly in many cases. We find that in such a case, the concession gets reduced because the child avails of the free sea passage. In another Chapter*, we have recommended that a child who rejoins the parents during vacation may, subject to certain conditions, be allowed travel concession in all cases where he is compelled to attend a boarding school away from his parents for his education. We recommend that the aforesaid travel concession may be extended *mutatis mutandis* to the employees serving the Andamans Administration.

98. It has been represented to us that dependent parents should also be included in the definition of family for purposes of the free sea passage. We have been informed that, in many cases, officers find it necessary to take their parents to live with them in the islands and it causes them undue financial loss in having to bear the cost of the sea passage. In our view, an officer would be taking his parents to these islands generally under very compelling circumstances which, by itself, would justify the acceptance of the demand that has been made. We recommend that dependent parents should be included within the definition of 'family' for purposes of free sea passage.

99. The Administration has informed us that all the provisions relating to compensatory allowance, special allowance and certain concessions granted in

the matter of accommodation, etc., are temporary in character and come in for review at periodic intervals. Their view is that the factors for which these allowances and concessions have been provided are unlikely to change during the short period and the requirement of a periodic review of these matters throws up unnecessary work from time to time besides creating an air of uncertainty among the beneficiaries. We feel that these allowances and concessions will have to be continued for quite some time and there is no need to lay down specific dates after which a review becomes necessary. Government can always review these orders as and when the relevant circumstances change. We would, therefore, suggest that while the temporary character of these allowances and concessions may be brought out in the orders issued on the subject, no specific date need be mentioned after which the matter has to be necessarily reviewed.

100. Some of the unions representing industrial workers have brought to our notice that a very large section of the industrial workers serving in the departments of the A&N Administration are continuing either as casual labourers or as temporary employees. It has been stated that several industrial workers holding posts on the industrial establishments are also denied the benefit of leave and other provisions under the fundamental rules and the supplementary rules. In many cases, workers on regular operational jobs in the factories and workshops run departmentally are not being treated as regular employees, even though their pay and allowances are being charged against posts created in the industrial establishments. We would suggest that the matter should be reviewed and these posts should be brought on the regular establishment where justified.

Laccadive, Minicoy and Aminidivi Islands

101. The unions and associations of employees working in the Laccadives have highlighted the spe-

cially arduous conditions of living and working in these islands. They have also referred to the high incidence of certain dangerous diseases, the high rate of suicides and extremely inadequate communications with the mainland. In this connection, the employees have made demands which are similar to those made by the employees serving in the Andamans. We feel that the adverse factors pertaining to service in the Andamans apply in greater measure to service in the Laccadives. Government have already sanctioned a special allowance at the rate of 40% of pay for such factors as remoteness, hazards, hard living conditions and high prices. This allowance is admissible to the mainland recruits and deputationists and to the local recruits serving in islands other than their native island. Thus, local recruits serving in their native island are not getting any extra compensation. We feel that there is a case for increasing the extent of compensation for the employees serving in the Laccadives, but this should be done in such a way as not to increase the gap in the emoluments of mainland recruits and the local recruits serving in their native island.

102. We recommend that a compensatory allowance at the rate of 10% of pay, subject to a maximum of Rs. 150 per month should be admissible to all employees serving in the Laccadives including the local recruits posted in their native island. Simultaneously, the rate of the special allowance should be reduced from 40% to 35% of pay and the ceiling on the maximum amount admissible as special allowance should be Rs. 400 per month.

103. As regards free sea passage and other concessions, our recommendations made for the employees serving in the Andamans should also apply *mutatis mutandis* to the employees serving in the Laccadives.